



Dean, College of Liberal Arts and Sciences

Position Description

Wayne State University, founded in 1868, is a nationally recognized public urban research university in Detroit. Wayne State is Michigan's only urban research university, and is known internationally for its contributions to the arts and sciences. Committed to educational opportunity, research, and community enrichment, Wayne State serves a critical role in Michigan's higher education landscape. It is one of only two Michigan public universities holding the Carnegie Classification's designations of both "Highest Research Activity" and "Community Engagement". Just as the city of Detroit is undergoing a renaissance, the university itself is in a time of significant transformation that will strengthen its ability to serve students from Detroit and around the world.

Wayne State University's campus, located in the University Cultural Center and Historic District in the heart of Detroit's Midtown neighborhood, encompasses approximately 200 acres. The university enrolls nearly 28,000 students, making it the third largest among Michigan's 15 public universities and one of the 50 largest in the nation. Wayne State boasts the most diverse student body among Michigan's public universities, with students from nearly every U.S. state and 60 countries. Fifty-four percent of Wayne State Students are white; 18 percent are African- American; and 28 percent are other race/ethnicity groups. In a recent survey, Wayne State University students ranked the campus diversity highest among a list of campus strengths.

Wayne State University is Detroit's seventh-largest employer, with more than 7,600 regular employees and more than 2,000 student employees. Wayne State has 2,701 faculty members — of whom 1,729 are full-time — and nearly 5,000 staff members. Approximately two-thirds of faculty and staff are represented by one of the 13 unions on campus. The university's financial statements are available [here](#). Moody's has assigned Wayne State's General Revenue Bond a rating of Aa3. Wayne State University has more than 250,000 alumni spread throughout the country, of whom about 75 percent live in Michigan.

The university's comprehensive academic offerings are divided among 13 schools and colleges: the School of Business Administration; the College of Education; the College of Engineering; the College of Fine, Performing and Communication Arts; the Graduate School; the Law School; the College of Liberal Arts and Sciences; the School of Library and Information Science; the School of Medicine; the College of Nursing; the Eugene Applebaum College of Pharmacy and Health Sciences; the Irvin D. Reid Honors College; and the School of Social Work.

Students attending the School of Medicine have access to a variety of educational resources through 11 affiliate hospitals, including Detroit Medical Center Hospital, Henry Ford Health System, and Barbara Ann Karmanos Cancer Institute. Such diverse partnerships enable students in the university's health profession schools to gain knowledge and experience in a variety of disciplines.

Wayne State University ranks 64th among public American universities, according to the 2013 National Science Foundation Research rankings; its medical sciences, physics, chemistry, physical science, and psychology programs rank in the top 100 nationwide. The university's annual research expenditures are nearly \$224 million.

Wayne State's advancement of its research mission is augmented by collaboration with the University of Michigan and Michigan State University in the University Research Corridor, an alliance that brings in 94 percent of all federal research dollars attracted to Michigan each year. Wayne State also has a thriving research and technology park, TechTown Detroit, and a number of partnerships with government, industry, and business.

Wayne State is home to the Perinatology Research Branch, the only National Institutes of Health clinical research center located outside of Bethesda, MD. WSU also houses one of 41 National Cancer Institute-designated comprehensive cancer centers — the Barbara Ann Karmanos Cancer Institute — and the new Center for Urban Responses to Environmental Stressors funded by the National Institutes of Health in 2014.

Wayne State University commits to its urban research mission by continuing to provide access and opportunity to higher education for students of all backgrounds. This commitment helps nurture the next generation of professionals — who will use their education to advance the causes of civil rights and social justice in all threads of society — and helps meet the needs of Detroit and its surrounding communities.

Detroit

Detroit is the largest city in Michigan and a major port on the Detroit River, an international waterway that connects the western Great Lakes to Lake Erie and the Saint Lawrence Seaway. In 2014, the city itself had a population of approximately 680,000, while the population of the surrounding metropolitan area is more than five million. The city's population is primarily African American and is increasingly diverse, with new residents

eager to participate in Detroit's transformation representing a spectrum of ages, races, and cultures. The southwest Detroit area has vibrant and growing Latino/a American communities and the city of Dearborn has the largest Arab American community outside of the Middle East. The combined Detroit–Windsor (Ontario) metropolitan area, a critical commercial center on the Canada–U.S. border, has a total population of 5.7 million. Known as the nation's traditional automotive center, Detroit is synonymous with the American automobile industry and an important source of popular music legacies, as celebrated in the city's two familiar nicknames, "The Motor City" and "Motown."

Detroit's Midtown neighborhood is home to Wayne State as well as excellent museums, theatres, libraries, concert halls, and professional sports venues. Among the cultural institutions within walking distance of the main campus are the main branch of the Detroit Public Library, the Detroit Institute of Arts, the Charles H. Wright Museum of African American History, the Michigan Science Center, the Fisher Theatre, Detroit Children's Museum, and the Detroit Historical Museum. As Detroit has undergone a historical resurgence, Midtown has been at the heart of the growth. In 2014, *USA Today* named it one of its "10 Up-and-Coming Neighborhoods around the USA."

Wayne State promotes cooperation among Midtown's three anchor institutions: Wayne State, Henry Ford Health System, and the Detroit Medical Center. Wayne State has assumed leadership roles in collaborations designed to ensure public safety, promote local transportation, boost economic development, and beautify the area. Since 1999, the university has committed nearly \$700 million to projects on and adjacent to the campus, changing Midtown's landscape and ambience. This includes the new Integrative Biosciences Center (IBio), which will push the frontiers of multidisciplinary health sciences and attract faculty and economic development from across the nation.

Detroit Future City (DFC), a think tank and policy advocate, recently released a report called [139 Square Miles](#) which shows that for the first time in 60 years, Detroit is moving toward population growth, with an economy on the rise and neighborhoods beginning to stabilize.

University Leadership

President

M. Roy Wilson, M.D., M.S., was unanimously elected [president of Wayne State University](#) by its Board of Governors on June 5, 2013. He assumed the presidency on August 1, 2013. Prior to joining Wayne State, Dr. Wilson served as deputy director for strategic scientific planning and program coordination at the National Institute on Minority Health and Health Disparities (NIMHD) of the National Institutes of Health (NIH). Previously, Dr. Wilson was dean of the School of Medicine and vice president for health sciences at Creighton University, president of the Texas Tech University Health Sciences Center and, concurrently, chancellor of the University of Colorado Denver and chair of the board of directors of the University of Colorado Hospital.

Dr. Wilson received his undergraduate degree from Allegheny College, an M.S. in epidemiology from the University of California, Los Angeles, and an M.D. from Harvard Medical School. He was selected for the list of Best Doctors in America for a consecutive 14 years by Best Doctors Inc. and was a finalist for the *Los Angeles Business Journal's* Healthcare CEO of the Year in 2011. In 2003, he was elected as a lifetime member of the Institute of Medicine of the National Academies, one of the highest honors in the field of Medicine.

His additional honors include the American Academy of Ophthalmology's Senior Achievement Award, the Distinguished Physician Award from the Minority Health Institute, the Herbert W. Nickens Award from the Association of American Medical Colleges, the NIH Director's Award, the President's Award from the American Glaucoma Society, and the W. Montague Cobb Distinguished Research Career Award.

Provost

Keith E. Whitfield became [provost of Wayne State University](#) on June 1, 2016. Previously, he was vice provost for academic affairs at Duke University, and held appointments as professor in the Department of Psychology and Neuroscience, research professor in the Department of Geriatric Medicine at Duke University Medical Center, and senior fellow at the Center for the Study of Aging and Human Development. He also was the co-director of the Center on Biobehavioral Health Disparities Research.

An expert on aging among African Americans, Dr. Whitfield has published 200 articles, books and book chapters on cognition, health, and individual development and aging. He is a longtime member of the advisory board of Wayne State's Institute on Gerontology, has participated in a number of committees for the National Academies of Sciences and Medicine, and has served on several study sections for the National Institutes of Health.

As Wayne State's chief academic officer, Dr. Whitfield is the second-ranking executive officer and responsible for all matters related to the instructional mission of the university including faculty matters, student performance and retention, and academic personnel policies and decisions, among other duties.

Dr. Whitfield earned a bachelor's in psychology from the College of Santa Fe, a Ph.D. in lifespan developmental psychology from Texas Tech University, and received postdoctoral training in quantitative genetics from the University of Colorado Boulder.

About the College of Liberal Arts and Sciences

The College of Liberal Arts and Sciences (CLAS) is home to more than forty undergraduate degree programs in a wide variety of disciplines, from the humanities and social sciences to the physical and life sciences. CLAS serves a diverse student population with a wide range of programs and courses. CLAS-dedicated advisors provide individual advising to all

our major students, and we strive to provide student engagement and undergraduate research opportunities for all students in the college.

The college's bachelor degree programs provide a balance of broad studies and specialization, taking advantage of both the intellectual breadth of the college and the availability of course offerings taught by scholars and researchers who are leaders in their fields. Students are stimulated to think and read critically and to become familiar with the tools of research so that learning may be a lifelong process. Intellectual growth is encouraged by developing in students the necessary independence, resourcefulness and judgment in early studies so that advanced courses may be selected with confidence.

Most fields of study in the college offer students both theoretical and practical training. Our programs are designed such that a solid knowledge of underlying principles is strengthened by practical training and experience.

The College of Liberal Arts and Sciences also serves students whose academic interests extend over several departments. Such students have the opportunity to declare minors, pursue a co-major, or take elective courses in a wide variety of fields. In addition, interdisciplinary programs such as Environmental Science, Linguistics, Religious Studies, Global Studies, Public Health, and Gender, Sexuality and Women's Studies offer varied individualized curricula.

The undergraduate programs of the College of Liberal Arts and Sciences are strengthened by graduate programs that lead to the master's and doctoral degrees in various disciplines. Professors in the college teach both graduates and undergraduates; research projects may involve both graduates and undergraduates; some specialized classes are available to both graduate students and those undergraduates enrolled in the upper division.

Role and Responsibilities of the Dean of the College of Liberal Arts and Sciences

Reporting to the provost, the dean is the chief academic and administrative officer of the College of Liberal Arts and Sciences. The dean will provide intellectual and administrative leadership to the college and peer leadership on the Council of Deans. The dean is responsible for stewarding the college's large and complex budget, its 595 faculty and staff, and for articulating the college's critical role in the academic and personal development of each student, many of whom are first-generation college students. The dean will coalesce the strengths and commitment of the faculty, and will be the catalyst for the creation of a compelling vision for the future of Liberal Arts and Sciences at Wayne State. The dean will also represent the college in administrative matters at the next levels of university administration, most crucially in the Council of Deans chaired by the provost. The dean is responsible for further strengthening the sense of shared purpose and community among the faculty, staff, and students of the college.

The dean's office includes a 20-person administrative and professional office staff; reporting directly to the dean are:

- Senior Executive Assistant
- Senior Associate Dean for Academic Programs
- Associate Dean for Research
- Associate Dean for Academic Personnel and Faculty Affairs
- Associate Dean for Academic Personnel
- Senior Director of Philanthropy and Alumni Relations
- Director of Business Affairs
- Associate Director Student Services
- Chairs of departments –
 - African American Studies
 - Anthropology
 - Chemistry
 - Classical & Modern Languages, Literatures, Cultures
 - Communication Sciences & Disorders
 - Criminal Justice
 - Economics
 - English
 - Geology & Biological Sciences
 - History
 - Mathematics
 - Nutrition & Food Science
 - Philosophy
 - Physics & Astronomy
 - Political Science
 - Psychology
 - Sociology
 - Urban Studies and Planning

The successful dean will be one who:

- Integrates and advances the university's core values, mission and vision into the administration, operation and planning for CLAS;
- Develops, reviews, and evaluates both short and long-term goals, objectives, programs, and curriculum for CLAS;
- Leads strategic planning, budgeting, and review and evaluation processes for all faculty and staff in CLAS;
- Oversees student recruitment and retention for CLAS;
- Provides exemplary academic leadership and oversight of faculty tenure and promotion for CLAS;
- Oversees the recruitment and retention of talented and experienced faculty members and staff to enhance the CLAS's reputation and the quality of its educational offerings;

- Supports advancement and fundraising activities for CLAS and works collaboratively with development to help achieve goals and cultivate prospective donors;
- Liaises between the CLAS, faculty, administrators and leadership throughout the university and with external constituencies; and
- Speaks the languages of all of the departments in the college.

Opportunities and Challenges

The opportunities and challenges for the next Dean of the College of Liberal Arts and Sciences include:

- **Strategic Budget Management.** With a new Responsibility Centered Management (RCM) budget model on the near horizon for implementation in 2021, the Dean of the College of Liberal Arts and Sciences has the opportunity to construct a budget that can be geared toward the future development and strategy of the college. The dean provides leadership in using the budget to drive both strategic initiatives and day-to-day operations. The dean is responsible for generating and managing revenue streams, including those for tuition, research, gift, and fee income. The ability to carry forward unspent operating dollars and reserve funds from year to year will enable the dean to engage in multi-year planning and budgeting. This requires a particular focus on increasing revenues through enrollments and fund raising to create a positive cash flow for future strategic investments.
- **Strategic Visioning and Leadership.** The dean will have the opportunity to lead a collaborative and transparent strategic planning process within the college. Bringing a compelling and collaborative vision of liberal arts education and its future, the dean will lead an inclusive and informed strategic planning process for CLAS that will unite the myriad strengths of Liberal Arts & Sciences into a holistic vision. The dean also should assess the current organizational structure and support systems to ensure efficient and high performing operations.
- **Fundraising and Developing New Resources.** Wayne State is in the final year of an ambitious goal to raise \$750 million by 2018, the 150th anniversary of the university's founding. All deans are expected to spend a substantial amount of time in fundraising, and the next Dean of Liberal Arts and Sciences will establish a strong record of seeking and obtaining new private resources. The dean, working closely with the office of development, must enhance fundraising opportunities by creating stronger relationships with alumni, as well as identifying other key donors and partnerships.
- **Enhancing creative, multidisciplinary collaborations within CLAS and across Wayne State University.** In keeping with the university's collaborative learning environment, the dean will work closely with faculty within CLAS to identify and

support opportunities for interdisciplinary research and teaching. Additionally, the dean will collaborate with the provost and with faculty and leaders from other colleges to advance their joint mission of providing intellectual challenge and transformational developmental experiences for all undergraduates and graduates. The dean will also look outside the university to identify foundations, fellow institutions, and other entities who can be meaningful partners in advancing the CLAS's strategic vision for the national and global impact of the liberal arts and sciences.

- **Growing Enrollment.** The next dean must ensure the growth, retention, and strengthening of the student body in part to address recent enrollment challenges, which include a declining high school graduate population within Michigan, decreases within humanities that echo national trends, and a newly approved General Education curriculum with fewer credits than the previous curriculum. The dean will provide leadership for recruiting efforts and will ensure that CLAS is actively identifying and enrolling strong cohorts. Improving student services must be a priority for the next dean, particularly in the areas of recruiting high-ability students and providing better advising and career counseling that will increase retention and graduation rates. The dean must be innovative and creative in regard to future program development and expansion, including exploring new pedagogical methods and creating an environment to promote excellence and distinction in meaningful ways.
- **Faculty Affairs.** In order to support the growing enrollment, the next dean will need to be able to ensure departments are adequately supported with faculty positions. This will ensure reasonable class sizes for students and manageable teaching loads for faculty. Further, the next dean must be able to implement practices to ensure faculty are retained, in a timely manner, with particular emphasis on non-tenured positions. This includes instructors and lecturers who are hired on one-to-three year contracts. Ensuring these key faculty are retained is vital to the teaching mission of the university.

Qualifications

The successful candidate must be an outstanding, entrepreneurial, transformational leader. Candidates must hold a Ph.D. or equivalent degree, and be qualified for tenure and senior faculty rank. In addition to teaching, administrative, scholarly and practical experience, a candidate should possess a record of accomplishment in several or all of the following areas:

- Ability and commitment to integrate and advance the university's core values, mission, and vision into the operating and planning of CLAS;
- Demonstrated ability to work with represented faculty and staff in a collective bargaining environment;
- A record of excellence in scholarship and teaching that bridges disciplines;

- A demonstrated ability to lead the CLAS's fundraising and development efforts and to enhance its reputation locally, regionally, nationally, and internationally;
- A capacity for effective leadership of the CLAS's internal constituencies, including faculty, students and staff, and the leadership acumen to recognize and reward talent at all levels and in all departments;
- Skills necessary to maintain and develop relationships with the CLAS's external constituencies, including alumni and university decision makers;
- Proven success in faculty recruitment, retention, and mentoring as well as student recruitment and retention;
- A commitment to diversity consistent with the CLAS and WSU mission as an urban public research institution;
- Proven ability and experience in administration, preferably academic administration within an urban research university setting;
- A commitment to transparent leadership, fostering an atmosphere of mutual respect, and a history of developing and maintaining consensus and cohesiveness;
- Strong financial acumen and experience managing budgets, ideally within an RCM environment;
- Thoughtfulness and sound judgement; and
- Energy and positivity, resiliency, and love of a challenge.

Contact

For best consideration, please send all nominations, applications, and inquiries to:

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Storbeck/Pimentel & Associates LP
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Wayne State University is a premier, public, urban research university located in the heart of Detroit where students from all backgrounds are offered a rich, high quality education. Our deep-rooted commitment to excellence, collaboration, integrity, diversity and inclusion creates exceptional educational opportunities preparing students for success in a diverse, global society. WSU encourages applications from women, people of color and other underrepresented people. WSU is an affirmative action/equal opportunity employer.