Dean, University College

Leadership Profile
The Position

Virginia Commonwealth University invites nominations for and applications from individuals interested in assuming an exciting leadership opportunity as Dean, University College.

Reporting to the Provost and Vice President for Academic Affairs, the dean will provide vision, leadership and active management to support transformational learning. The person selected for this position will collaborate with college faculty and partners across campus to enhance student success. The dean will provide growth and have the ability to build and create the future of the UC with consideration of advising and academic support services based on the dean’s experience and interests. Balancing institutional priorities with learner needs, the dean will consider the university’s unique culture and diverse student body and encourage excellence in the practice and scholarship of teaching and learning.

About the University College

The UC’s mission is to enhance student success through curricular innovation and support for learning excellence. The UC serves more than 10,000 new students annually and is focused on teaching, mentoring and increasing first-year student retention. The UC has many programs and services available that help students experience the full transformative potential of contemporary higher education in a large, public, urban research university. It provides a distinctive first-year and second-year general education curriculum and interdisciplinary degree programs. The Bachelor of Interdisciplinary Studies creates an opportunity for customized majors and study concentrations.

Within the UC is the Department of Focused Inquiry. This department offers small, seminar-style classes for first- and second-year students as part of the core curriculum at VCU. The interdisciplinary faculty strives to foster curiosity about the world at-large through inquiry-based, community-engaged and experiential learning. The faculty and department serves to cultivate
those VCU students’ skills, knowledge and attitudes needed for collegiate and lifelong success through learning-centered experiences, as well as to foster an environment of collaboration and fairness among its faculty.

The Common Book Program is one of the largest initiatives in the UC. Building upon the nationally recognized summer reading program, the initiative expands the previous program into a university-wide initiative focused on welcoming first-year students into the vibrant intellectual culture of VCU. The Common Book is intended to create the opportunity to explore complex social issues through an interdisciplinary lens. In addition to integrating the book into the curriculum, faculty in the UC foster partnerships across both campuses and within the broader Richmond community through discussions, movies, lectures and author visits. Students are provided opportunities to explore real-world issues and problem-solving each fall.

**About the University**

Virginia Commonwealth University is a major, urban public research university with national and international rankings in sponsored research. Located in downtown Richmond, VCU enrolls more than 31,000 students in 220 degree and certificate programs in the arts, sciences and humanities. Fifty-two of the programs are unique in Virginia, many of them crossing the disciplines of VCU’s 13 schools and one college. The VCU Health brand represents the health sciences schools of VCU, the VCU Massey Cancer Center and the VCU Health System, which comprises VCU Medical Center (the only academic medical center and Level I trauma center in the region), Community Memorial Hospital, Children’s Hospital of Richmond at VCU, MCV Physicians and Virginia Premier Health Plan. VCU, its health system and other related entities have cash and investments of approximately $3.0 billion, which includes $888 million in endowment funds.

VCU is rooted in a rich history dating to the 1838 founding of the Medical College of Virginia, which now comprises one of the two downtown Richmond campuses. The Monroe Park Campus began as the Richmond School of Social Work and Public Health in 1917. The two campuses merged in 1968 to become VCU, the most comprehensive urban university in the state and one of the most successful research universities in the nation. VCU’s third campus is located in Doha, Qatar, and is a cornerstone of Education City, which is now host to seven other branch campuses of prestigious universities – Weill Cornell Medical College, Texas A&M University, Georgetown University School of Foreign Service, Carnegie-Mellon University, Northwestern University, HEC Paris and University College London.
As an urban institution of higher learning, VCU and its partners have contributed immeasurably to the development of the fabric of the city of Richmond, transforming it into a center of artistic and cultural growth, business development and social services. In consequence, the city and its leadership in business, industry and cultural affairs have given extraordinary support to the university’s growth, complementing the support of the commonwealth. Richmond, the capital of Virginia, is a diverse cultural city, surrounded by historic neighborhoods, parks and the scenic James River.

**VCU’s Strategic Plan – Quest for Distinction**

Virginia Commonwealth University is in the sixth year of its strategic plan — Quest for Distinction. The plan guides the university forward in the areas of student success, faculty and staff excellence, research and innovation, community impact, and resource accountability. Central to the plan is innovation and carefully monitored metrics to provide a “dashboard” that graphically depicts the university’s national impact. For more information, visit [https://quest.vcu.edu/about/](https://quest.vcu.edu/about/).

![VCU Campus Image](image-url)

**Mission**

As the premier urban, public research university in Virginia, VCU’s mission is to advance knowledge and student success through its commitments to:

- An engaged, learner-centered environment that fosters inquiry, discovery and innovation in a global setting
- Research that expands the boundaries of new knowledge and creative expression and promotes translational applications to improve human health
- Interdisciplinary collaborations that bring new perspectives to complex problems and mobilize creative energies that advance innovation and solve global challenges
• Health care that strives to preserve and restore health for all people, to seek the cause and cure of diseases through groundbreaking research and to educate those who serve humanity
• Diversity that provides a climate of inclusion, a dedication to addressing disparities wherever they exist and an opportunity to explore and create in an environment of trust
• Sustainable, university-community partnerships that enhance the educational, economic and cultural vitality of the communities VCU serves in Virginia and around the world

Vision

VCU will be a premier urban, public research university distinguished by its commitment to the following:

• The intellectual and academic success of a diverse student body
• Research and discovery that advances knowledge, inspires creativity and improves human health
• The global engagement of students, faculty and staff that transforms lives and communities

Core Values

• Accountability: committing to the efficient and transparent stewardship of our resources to achieve institutional excellence
• Achievement: ensuring distinction in learning, research and scholarly pursuits, service, and patient care
• Collaboration: fostering collegiality and cooperation to advance learning, entrepreneurship and inquiry
• Freedom: striving for intellectual truth with responsibility and civility, respecting the dignity of all individuals
• Innovation: cultivating discovery, creativity, originality, inventiveness and talent
• Service: engaging in the application of learning and discovery to improve the human condition and support the public good at home and abroad
• Diversity: ensuring a climate of trust, honesty and integrity where all people are valued and differences are recognized as an asset
• Integrity: adhering to the highest standards of honesty, respect and professional and scholarly ethics

The Provost and Vice President for Academic Affairs
• Gail Hackett, Ph.D., was named VCU’s provost and vice president for academic affairs on March 1, 2015. She previously served as provost and executive vice chancellor at the University of Missouri, Kansas City, a position she held since 2008.

• At UMKC, Hackett led the strategic planning committee that created and developed the university’s 10-year strategic plan, guiding academic strategic plans and a new campus master plan that emphasized research, student success and diversity. She also chaired the university budget committee, which resulted in UMKC implementing a new responsibility-based budget model. Under Hackett’s leadership, UMKC significantly increased quality program and course offerings through online and distance learning.

• Hackett served in several administrative positions during a 20-year career at Arizona State University, including university vice provost and founding dean of University College. Hackett also held faculty positions at the University of California, Santa Barbara, and The Ohio State University. A prolific scholar and teacher, Hackett has published more than 70 peer-reviewed articles. Two additional articles are pending publication.

• She has chaired 25 dissertations and theses. In addition to serving as associate editor for the Journal of Counseling Psychology (1993-99), Hackett has served on the editorial boards for The Counseling Psychologist, Journal of Counseling and Development, Journal of Vocational Behavior, and Counselor Education and Supervision. She has received numerous awards throughout her career including the Outstanding Achievement and Contribution Award of the Arizona State University Commission on the Status of Women; the Women of Color Psychologies Publication Award of the Association for Women in Psychology; and the Counseling Research Award of the American Educational Research Association. She is a fellow of the Western Psychological Association, the American Association of Applied and Preventive Psychology, the Society for the Psychology of Women and the Society of Counseling Psychology of the American Psychological Association, and the American Psychological Society.

• Hackett holds an academic appointment as professor of psychology in the College of Humanities and Sciences. She received a Ph.D. in Counseling Psychology, a Master of Education degree in counseling and a bachelor’s degree in psychology from The Pennsylvania State University.

Accreditation

VCU is accredited by the Southern Association of Colleges and Schools Commission on Colleges to award baccalaureate, master’s, doctoral and first-professional degrees. For more information, visit sacs.vcu.edu.
**About Richmond, Virginia**

The metropolitan area offers minimal traffic congestion with less than a 25-minute commute on average. Richmond is centrally located with the Atlantic beaches, Blue Ridge mountain ski slopes and hiking, and Washington, D.C. all within a two-hour drive.

For more information on the city of Richmond, please visit:

- [www.grpva.com/living-in-richmond](http://www.grpva.com/living-in-richmond)
- [www.visitrichmondva.com](http://www.visitrichmondva.com)

**Responsibilities of the Dean, University College**

The chief purpose of this position will be to provide leadership for the University College and to ensure its continued development, operation, expansion and enhancement.

- Provide leadership, mentorship and active management for the UC
- Oversee faculty development and promotion of 60+ term (non-tenure track) faculty
- Partner with and collaborate with units throughout the university (including academic and service units on the Monroe Park and MCV campuses)
- Oversee curriculum development in tandem with advisers and faculty
- Coordinate with other foundational course providers throughout the university
- Pilot new curriculum and academic program offerings
- Sustain and grow the Bachelor of Interdisciplinary Studies program
- Direct the Common Book (freshman reading) Program and related events throughout the university
- Oversee overall financial management, planning and performance of the UC, including faculty and staff hiring decisions
- Partner with other university units to support faculty and staff in fostering engaging and innovative learning environments
- Set appropriate and meaningful goals and regularly evaluate and assess the effectiveness of programs and initiatives

**Required Qualifications**

- Doctoral or other appropriate terminal degree
- Demonstrated experience working in and fostering a diverse faculty, staff, and student environment or commitment to do so as a faculty member at VCU
- Excellent oral and written communication skills that easily translate for student, faculty, staff and administrator audiences
- Five or more years of progressive leadership experience in higher education
- Knowledge of best practices and emerging trends in education, teaching and learning
- Strong administrative and leadership skills
- Strategic vision for the UC and active management of UC personnel and projects

**Desired Qualifications**
• Experience in interdisciplinary studies
• Experience with general/core education, working with term faculty, student success focus and community engagement
• Experience with experiential learning
• Ability to assist in creating a university college for the future

Salary

The salary is competitive and commensurate with qualifications and experience.

Applicant Review

Confidential applications and nominations will be accepted until the position is filled. The best date of consideration is Nov. 8, 2017. Candidate screening will begin immediately.

How to Apply

Inquiries, nominations and applications are invited. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Greenwood/Asher & Associates Inc. is assisting VCU in this search. Initial screening of applications will begin immediately and will continue until an appointment is made. Submission of materials as PDF attachments is strongly encouraged. Confidential inquiries, nominations and application materials should be directed to Greenwood/Asher. Basic personal and demographic information must also be submitted to VCU’s job site https://www.vcujobs.com/postings/67178

Applications and letters of nominations should be submitted to:
Jan Greenwood, Betty Turner Asher, Partners
Kelly Ervin, Executive Search Consultant
Greenwood/Asher & Associates Inc.
42 Business Centre Drive, Suite 206
Miramar Beach, FL 32550
Phone: 850-650-2277 / Fax: 850-650-2272
Email: jangreenwood@greenwoodsearch.com
Email: bettyasher@greenwoodsearch.com
Email: kellyervin@greenwoodsearch.com

For more information about Virginia Commonwealth University please visit: http://www.vcu.edu/

Virginia Commonwealth University is an equal opportunity, affirmative action university providing access to education and employment without regard to age, race, color, national origin, gender, religion, sexual orientation, veteran’s status, political affiliation or disability.