



## Dean, College of Arts & Sciences - Worldwide Campus Profile

Embry-Riddle Aeronautical University (ERAU), Worldwide Campus invites nominations and applications for the position of Dean of the College of Arts & Sciences. The University seeks an experienced, creative leader who will advance the goals of the College. The Dean will establish and advance the academic vision of the College of Arts & Sciences, advance course content to ensure general education competencies as part of every degree program at Embry-Riddle, advance degree programs offered through the College of Arts & Sciences, and support distributed learning via multiple modalities. The Dean will report to the Chief Academic Officer of the Worldwide campus.



Embry-Riddle is currently enjoying dynamic enrollment growth and academic success. With increased emphasis on leading edge applied research, Embry-Riddle has seen significant gains in degree program offerings, faculty/staff development, and national visibility. The University and its programs are consistently ranked among the best by *U.S. News & World Report* and by *PayScale.com* for top return on investment. Embry-Riddle Aeronautical University continues to pride itself in providing the best quality work environment, benefit opportunities, and attractive compensation packages.

Embry-Riddle's long and prestigious history was built on a bold vision, tolerance for risk, and responsiveness to a dynamic industry—all of which contributed to the strong position the University enjoys today. Barnstormer John Paul Riddle and businessman T. Higbee Embry laid the foundation for that vision, which has produced more than [125,000 alumni](#) who drive innovation across the aerospace industries and beyond.

For more than 90 years (check out more information at <http://erau.edu/90th-anniversary/>), the University has continually embraced innovation, earning Embry-Riddle the undisputed reputation as the world's leader in aviation and aerospace education offering degrees through the Ph.D. level. As the university soars through the decade leading to its 100th Anniversary, it is the perfect opportunity to envision - and ultimately reach – an unprecedented level of external support. The “Opportunity of the Centennial” is a moment for alumni, industry, students, faculty, and staff to engage with the institution and commit to sustaining the future of Embry-Riddle.

## **EMBRY-RIDDLE AERONAUTICAL UNIVERSITY: AN OVERVIEW**

### **University Background**

Embry Riddle Aeronautical University is the world's oldest, largest, and most prestigious university specializing in aviation and aerospace. It is recognized as a premier educational institution and a global leader in teaching the science, practice, and business of aviation, aerospace, and engineering.

### **History**

Embry-Riddle Aeronautical University began on December 17, 1925, exactly 22 years after the Wright Brothers' first flight, when T. Higbee Embry and John Paul Riddle formed the Embry-Riddle Company at Lunken Airport in Cincinnati, Ohio. The following spring the Company opened the Embry-Riddle Flying School.

In 1939, Riddle joined John and Isabel McKay to establish the Embry-Riddle School of Aviation. They partnered with the University of Miami to provide flight training under the Civilian Pilot Training Program, increasing the number of pilots immediately preceding World War II. Embry-Riddle had experienced a period of decline in the 1930s but was revitalized with the outbreak of World War II in Europe and an increased demand for aviators and mechanics. Allied nations sent more than 25,000 young men to Embry-Riddle's Florida centers to become pilots and aviation technicians.

Following World War II, the Embry-Riddle Aeronautical Institute (ERAi) continued the business of training pilots. Despite enduring financial hardship, the school continued to operate out of Miami. In 1963, Jack R. Hunt was named the first president of the ERAi. Under his leadership, Embry-Riddle continued to train pilots and mechanics in Miami. In 1965, President Hunt consolidated Embry-Riddle's flight training, ground school, and technical training programs in one location and moved the campus to Daytona Beach, Florida, signaling the rebirth of Embry-Riddle and the start of its journey to world-class status. Within three years of the move, the

institution was accredited by the Commission on Colleges of the Southern Association of Colleges and Schools. Two years later, in 1970, Embry-Riddle gained University status and was renamed Embry-Riddle Aeronautical University.

President Hunt was responsible for beginning the expansion of Embry-Riddle when he purchased a 510-acre site in Prescott, Arizona to establish the University's western campus in 1978.

Check out more about ERAU's history on this [interactive timeline](#).

### **Organizational Structure**

Embry-Riddle is organized into three campuses led by Chancellors, with oversight from the President. The Chancellors are part of the President's Cabinet along with other university administration (located on the Daytona Beach Campus). Residential campuses in Daytona Beach, Florida, and Prescott, Arizona, provide education in a traditional setting, while the Worldwide Campus provides instruction to off-campus students, through more than 130 centers in the United States, Europe, Asia, and South America, and through online learning. The university offers more than 80 programs through the Ph.D. level, and combined annual enrollment for all campuses is more than 30,000.

### **Embry-Riddle Aeronautical University Today**

Embry-Riddle is a not-for-profit, non-sectarian, coeducational private university with a total annual operating budget of approximately \$375 million.



The University is dedicated to education, service, knowledge discovery, and a place for the debate of scientific, technological, and social issues. ERAU remains committed to teaching excellence that reflects creative thought and innovation, giving its students the knowledge and experience needed for personal fulfillment and professional success. Like the aviation and aerospace industry it serves, Embry-Riddle is a dynamic institution, constantly evolving to keep pace and to keep leading—and planning now—for the educational needs of those who will be future industry leaders.

Embry-Riddle is the only accredited, aviation-oriented university in the world. Utilizing a fleet of over 90 aircraft, the University serves culturally diverse students primarily motivated towards careers in aviation, aerospace, and other related fields. U.S. News & World Report, “America’s Best Colleges,” has ranked Embry-Riddle’s Aerospace Engineering program first in the nation for 16 consecutive years, and the program is in the top 10 Best Undergraduate Engineering Programs among schools without doctoral programs.

It is the purpose of Embry-Riddle to provide a comprehensive education to prepare graduates for professional careers and responsible citizenship. The University offers over 80 degree programs. The curriculum covers the operation, engineering, research, manufacturing, marketing, and management of modern aircraft and the systems that support them. In addition, the nation’s first College of Security and Intelligence, which focuses on the education of future security and intelligence professionals, has been established at the Prescott, Arizona campus.

### **Daytona Beach Campus**

The Daytona Beach campus is located adjacent to the Daytona Beach International Airport where the university is developing an aerospace research park. High-technology industries in Central Florida, including the Kennedy Space Center, provide the University with an outstanding support base. The 185-acre campus serves more than 5,800 undergraduate and graduate students. The campus offers state-of-the-art facilities, including the College of Aviation building, which has air traffic control simulation and research labs and a weather center; the Advanced Flight Simulation Center; the Lehman Engineering and Technology Center; the College of Arts and Science, which houses the largest university-based research telescope in Florida; and a new Welcome Center/Administration building.

A new student union and expansion of student housing is currently underway. Check out the Daytona Campus Master Plan video below and view progress on the new student union [here](#).

Intercollegiate athletics in Daytona Beach sponsors 17 intercollegiate sports (baseball; men’s and women’s basketball; men’s and women’s cross country; men’s and women’s golf; men’s and women’s soccer; softball; men’s and women’s tennis; men’s and women’s indoor track; men’s and women’s outdoor track; women’s volleyball) and a co-ed cheerleading team. The Eagles have been accepted into the NCAA Division II membership and compete in The Sunshine State Conference.

## NextGen

Embry-Riddle’s Daytona Beach, Florida campus is located next to Daytona Beach International Airport, the location of the NextGen Florida Test Bed—the test bed for the FAA’s Next Generation Air Transportation System. The National Airspace System is addressing the nation’s need for increased airspace capacity and efficiency. The intended results of this effort include a reduction in fuel consumption, carbon emissions, noise footprint, and travel time— and will directly benefit consumers. Because of its reputation, experience, resources, and expertise, ERAU is well equipped to evaluate the integration of existing and emerging technologies to create a seamless system in which aircraft, airlines, airports, and the Federal Aviation Administration (FAA) share a unified information repository and alert mechanism to enhance safety, security, and efficiency.

ERAU’s simulation and modeling experience includes airports, air space, and logistical operations. The University’s capacity to test and evaluate next-generation aviation and air-traffic management ideas, approaches, and technologies will support the expansion of the nation’s air transportation infrastructure and capacity.

## Prescott Campus

The University’s, “mile-high” western campus is located in Prescott, Arizona, north of Phoenix and a day trip away from Las Vegas, the Grand Canyon, and picturesque Sedona. Nestled in the scenic Bradshaw Mountains, the high-desert climate offers exceptional flying conditions, with nearly 300 days of sunshine a year. The Prescott Campus is located on 539 acres of scenic western terrain, with campus life for over 2,200 students centered in a one-mile area that includes academic, residential, and recreational resources.

The campus strives for academic excellence with the average GPA and standardized test scores for its incoming class being the highest of any institution of higher learning in the State of Arizona. Also, the Prescott campus has been ranked by Affordable Colleges Online in the top one percent



of U.S. private colleges whose students earn a \$1 million return on their educational investment. State-of-the-art facilities include the Aerospace Experimentation and Fabrication Building, the Global Security and Intelligence Studies Operations Center, and the Robertson Aviation Safety Center Accident Investigation Lab. Fixed-wing and rotary-wing flight training is conducted nearby at the Prescott Love Field Municipal Airport. Nineteen bachelor’s degree and two master’s degree programs are offered through four colleges, including the only College of Security and Intelligence in the nation. A new STEM Education building and expansion of student housing is underway. Intercollegiate athletics in Prescott sponsors 10 intercollegiate sports (men’s basketball; men’s and women’s soccer; men’s and women’s cross country; women’s volleyball; wrestling; men’s and women’s golf; softball). The Eagles compete in the NAIA’s California Pacific Conference.

## **Embry-Riddle – Asia**

To extend Embry-Riddle Aeronautical University’s opportunity for delivering higher education and research in aviation and aerospace in key countries of the Asia Pacific Region, ERAU – Asia was founded in 2010. The University offers degree programs through partnerships in Singapore – a global aerospace hub.

In association with the Singapore Aviation Academy (SAA), Embry-Riddle offers part-time, blended delivery graduate programs specifically for working professionals. The University’s newest partnership with ERC Institute enables Embry-Riddle to offer part-time and full-time undergraduate degrees to students looking to earn their bachelor’s degree both while working or before entering the workforce. The partnership with ERC Institute also enable Embry-Riddle to bring international students from the surrounding region to Singapore to earn a degree. Enrollment currently stands around 500 students with an accelerating growth profile. For more information check out the [prospectus](#) and [video](#).



## **EMBRY-RIDDLE WORLDWIDE**

Embry-Riddle Worldwide is known for more than just the highly regarded aviation and aerospace programs. The campus offers a range of associate, bachelor’s and master’s degrees, and certificate programs in multiple sectors—from business to engineering to security to logistics to emergency services. Rigorous courses are taught by industry-leading experts who understand the demands of full-time work and/or military life because they have been there. Embry-Riddle Worldwide also offers flexible modes of learning that enable access to Embry-Riddle courses anytime, anywhere.

Led by a faculty comprised of industry professionals—many of whom come from military backgrounds—Embry-Riddle Worldwide’s programs are designed specifically to suit demanding schedules and offer the ultimate experience in flexibility. Throughout over 130 campuses across the globe, more than 90 of which are located on military bases, Embry-Riddle Worldwide offers 12 enrollment dates per year, five modes of learning and coursework ranging from face-to-face, to synchronous in a classroom or at home via EagleVision, to asynchronous in a complete online format, or a blended version that all fit into a busy life. Embry-Riddle is committed to a strong instructional model and growth in applied research and scholarly activities.



The commitment to high-quality education focused on student engagement and outstanding faculty has earned Embry-Riddle Aeronautical University – Worldwide a Number 1 ranking by [U.S. News & World Report](#) for online bachelor’s degrees for a second consecutive year.

These diverse and dynamic programs support and connect students in a virtual learning community through Web-based support groups, e-mail discussions, and other online forums. ERAU Worldwide also offers Professional Education Programs to promote continuing education across the aerospace and related industries.

### **College of Arts & Sciences—Worldwide**

The College currently offers four bachelor’s degrees in Communication; Emergency Services; Homeland Security; and Interdisciplinary Studies; and two masters’ degrees in Cybersecurity Management & Policy and Human Security and Resilience with more planned for the future. There are currently 36 full-time and approximately 450 part-time faculty in the College. Courses are delivered globally online via Canvas, synchronous via EagleVision to both home and classrooms, face-to-face at 130 locations, and blended. The annual budget for the College of Arts & Sciences is \$3,538,497

The College is comprised of the Departments of Security and Emergency Services; English, Humanities and Communications; Mathematics, Physical and Life Sciences; and Social Sciences and Economics. The College provides over 2,000 sections of general education courses annually as part of every degree program at Embry-Riddle with a focus on developing students’ critical thinking, quantitative reasoning, information literacy, communication, scientific literacy, cultural literacy, and lifelong personal growth skills. The Worldwide campus has an enrollment of 22,000 full-time equivalent students.

The College has a stellar reputation as an international leader in online education, not only in the aviation industry, but as a leader in multiple interdisciplinary fields such as Emergency Services, Communications, Cybersecurity, Human Security and Homeland Security.

The College of Arts & Sciences—Worldwide is committed to contributing to the Embry-Riddle Aeronautical University research mission with a goal of promoting excellence in applied research and impactful scholarship. Faculty members at the college are well recognized nationally and globally for the quality of their research contributions. They have been published in leading academic journals in their respective disciplines and have been awarded internal grants as well as external research grants from private companies and governmental agencies.

### **Degree Programs – Undergraduate**

The Bachelor of Science in Communication program prepares students to integrate science and technology with solid communication fundamentals. The program offers students the opportunity to learn how scientists think, how research questions are framed, and how various methodologies are used to pursue scientific goals. Graduates are prepared for careers in

traditional media or in corporate communication, aviation communication, or technical journalism. ERAU has an active radio station, a campus-wide TV station, an award-winning student newspaper, and an active public relations department where students can acquire hands-on experience.

The Bachelor of Science in Emergency Services degree program is one of just a few university programs to carry the “Certificate of Recognition” from Fire Emergency Services Higher Education (FESHE). The curriculum addresses all critical areas that modern fire departments are tasked to perform. Students select from a specialization in Aviation Emergency Management or Fire & Emergency Services and learn from faculty members who have both academic backgrounds and proven expertise as emergency responders. Students can take advantage of ERAU’s partnership with the Dallas/Fort Worth Fire Training Research Center and the Aircraft Fire Fighting Working Group to develop and carry out research projects.



The Bachelor of Science degree in Emergency Services is one of only a handful of programs to have regional accreditation by the Southern Association of Colleges and Schools (SACS), IFSAC Accreditation, and FESHE recognition. Students strengthen their emergency management knowledge base by adding minor courses of study.



Embry-Riddle’s Bachelor of Science in Homeland Security degree program is one of the first in the nation. The program provides students with a foundation in security, with specialized tracks in emergency management, terrorism studies, or cybersecurity. Programs include opportunities for students to pursue their interest in law and policy, terrorism, emergency management, risk assessment, intelligence analysis, strategic planning, or security. Minors are available in international relations, cybersecurity, and others. The curriculum is founded in outcome-based methodology, using analysis of marketplace needs, intelligence from U.S. military and governmental experts, and practicing professionals. The applications based curriculum provides students the opportunity to complete projects with real clients from all over the country.

The Bachelor of Science in Interdisciplinary Studies is designed for students with broad interests. The degree offers a number of options and recognizes the value in pursuing varied interests. Students choose three minors to combine into one degree, and a capstone project which includes an internship or thesis option. Students have access to state-of-the-art labs, cutting-edge technology, along with access to dedicated, experienced professors. Students gain the academic experiences and practical, hands-on learning necessary to compete for coveted positions with leading employers.

### **Degree Programs – Graduate**

The Master of Science in Cybersecurity Management and Policy at Embry-Riddle is an online program designed for working professionals who desire to transition to leadership roles. The program focuses on hands-on processes. Students take advantage of the state-of-the-art technology ERAU is known for and work alongside faculty with almost 400 years of combined



practical experience in social sciences and security issues. Students benefit from the knowledge of fellow students, as the majority are working professionals who bring their own experiences to class, and can immediately implement their education into their professional lives. Students gain improved critical thinking and management skills as well as knowledge of the most current cybersecurity policies, laws, and practices.

The Master of Science in Human Security & Resilience offers interdisciplinary approaches to the understanding of global affairs. These concepts focus on the security of populations (human security) and their ability to withstand and recover from a wide array of internal and external shocks (resilience), ranging from extreme weather to terrorism and armed conflict. The concept of human security was first defined by the United Nations Development Programme in 1994. Students are often working professionals who care about the good of humanity and seek solutions to not only ensure safety after a catastrophe, but to help identify and prevent future incidences. This cutting-edge program has a curriculum designed to align with current events and security practice, policy, law, and solutions.



### **CHALLENGES AND OPPORTUNITIES**

Embry-Riddle Aeronautical University and the Worldwide Campus have built a highly-regarded academic program and a student-focused culture. The Worldwide Campus has been ranked Number 1 in both 2016 and 2017 by *U.S. News & World Report* for online bachelor's degrees. The College of Arts & Sciences will need to address both opportunities and challenges as they seek to sustain and further strengthen programs, services, research productivity, and reputation. Listed below are several challenges and opportunities that relate to the leadership role of the new Dean.

**Communication.** Faculty members within the Worldwide Campus are fully distributed, making communication vital. In addressing expectations and new issues as well as old, it is important for the Dean to be an excellent communicator and to play an active, engaged and transparent role with students, staff, faculty, administration, alumni and with the local community and business leaders as well as the Daytona Beach, Prescott and Singapore campuses. The Dean will need to represent and effectively advocate for the College.

**Teaching and Scholarship.** As the next step in further enhancing the profile and reputation of Embry-Riddle Aeronautical University, an emphasis has been placed on enhancing research and scholarly productivity, including extramural funding, public-private partnerships, and applied research activities. Achieving the balance between research and scholarship is often challenging. The Dean will be expected to foster important conversations and reflection on this topic within the faculty and with administrative colleagues across campuses. Additionally, the Dean will advocate for funding and resources to promote scholarly activity and research by faculty.

**Attract and Maintain Strong Faculty.** The dedication of the Worldwide College of Arts & Sciences faculty is clearly one of its central strengths. As indicated, the University has identified scholarship as key to enhancing the reputation of the institution. The Dean will play a significant role in the recruitment and retention of excellent faculty who serve in the dual role of teacher/scholar, and enhance scholarly production within the College while respecting the contributions of teaching-focused faculty.

**Clarity of Vision and Mission – Envisioning the Future.** As the Worldwide Campus continues to evolve, it will be important to set a clear and consistent vision and mission for the College of Arts & Sciences. Embry-Riddle is traditionally a teaching-focused institution, but has started to shift its focus to research. The Dean must engage all constituencies on campus and beyond in order to lay out future goals, building on the successes already achieved, to develop a plan that clearly defines its future and addresses the balance between teaching and scholarship.

**Enrollment Growth.** The Dean must be innovative and creative in regards to future program development and expansion, and in recruiting strategies. The College of Arts & Sciences must conduct effective marketing, achieve strong admissions, and increase retention rates, while also ensuring a solid core curriculum is offered for students in all disciplines. The Dean must be committed to building academically rigorous and market relevant programs at both the undergraduate and graduate levels to attract, retain, and sustain the enrollment of students nationally and internationally.

**Faculty Governance.** The next Dean of the College of Arts and Sciences will be asked to expand and develop meaningful opportunities for faculty and administration to make important decisions together, and with transparency to enable informed participation.

**Quality and Assessment.** Like other institutions, Embry-Riddle needs to satisfy both internal and external expectations for strengthened assessment of programs. The Dean will play a central role in both institutional and available programmatic accreditation.

## **THE POSITION**

The Dean of the College of Arts & Sciences serves as the chief academic and administrative officer of the College of Arts & Sciences and reports to the Chief Academic Officer of Worldwide. The Dean will administrate to a diversified faculty located throughout the United States and the World from their office located at the Embry-Riddle Aeronautical University – Worldwide Headquarters in Daytona Beach, Florida.

As the senior academic officer of the college, the Dean shall be responsible for the effective leadership, administrative oversight, resource allocation and management (including fiscal/budgetary issues and workload), delivery of instructional programs, oversight of scholarly activities and service, and liaising with Worldwide Campus administration. The Dean is also responsible for communicating the vision and goals of the College to internal and external constituencies. The Dean shall be responsible for the administration and efficient conduct of the educational program and scholarly activities of the college and for integrating the plans of the college with those of the university. The Dean shall enforce the policies and regulations adopted by the Board of Trustees, the Office of the President, the Worldwide Campus Chancellor, and the Worldwide Campus Chief Academic officer. The Dean may be asked to travel internationally on University business.

### Required qualifications:

- An earned terminal degree from a recognized, accredited university;
- significant administrative experience such as dean, associate dean, department chair, program director or equivalent position;
- academic credentials commensurate with the rank of tenured associate professor in the College or equivalent industry experience;
- demonstrated success in promoting diversity;
- successful relationship building experience;
- demonstrated strong communication skills;
- a proven track record of high regard for faculty and a leadership style that ensures the development of a high performing, cohesive, collegial faculty;
- successful budget management skills; and
- experience in hiring, developing and evaluating personnel in a higher education institution.

### Preferred qualifications:

- Significant experience includes academic credentials commensurate with the rank of tenured full professor in the College;

- experience in growing and promoting research within a traditionally teaching-focused institution;
- curriculum development experience;
- fund raising experience;
- administrative experience in managing graduate and undergraduate programs;
- experience and familiarity with distributed learning models;
- a high level of competency with technology;
- a record of innovative problem solving and outcomes driven leadership; and
- a track record of collaborative relationships both internal and external to the University.

## **APPLICATIONS**

The review of candidates will begin immediately and will continue until the position is filled. Nominations, inquiries, and application material, including a letter of interest and curriculum vitae, and the names and contact information for five professional references should be forwarded in confidence to:



executive search consultants

**Steve Leo, Vice President**  
**Vicki Henderson, Senior Associate**  
**Storbeck/Pimentel & Associates, LP**  
**ERAUDeanASWW@storbecksearch.com**  
**610-572-4296**

*Embry-Riddle University is committed to providing equal employment opportunity and affirmative action for qualified individuals. The university does not tolerate discrimination on the basis of race, creed, color, religion, gender, age, national origin, disability, protected veteran status, genetic information, sexual orientation, gender identity, or any other status protected by federal, state or local law.*