



Dean, College of Arts & Sciences

Position Description



Dean of the College of Arts & Sciences

The University of South Florida St. Petersburg (USFSP) invites nominations of and applications from dynamic and visionary individuals interested in assuming an exciting leadership opportunity as Dean of the College of Arts and Sciences (CAS). Reporting directly to the Regional Vice Chancellor of Academic Affairs, the new dean will join an energetic and collegial university leadership team and oversee over 100 faculty and staff, an operating budget of \$13 million, and an \$8 million endowment. S/he will be the senior officer responsible for providing the leadership and vision necessary for setting academic, strategic, operational, and financial directions for the College and will play a pivotal role in fostering an innovative, supportive, and inclusive environment that embraces excellence in teaching, research, and service.

About the University

The University of South Florida St. Petersburg is a member of the University of South Florida System, which includes three separately accredited institutions: the University of South Florida Tampa, the University of South Florida St. Petersburg, and the University of South Florida Sarasota-Manatee. Serving over 49,000 students, the USF System has an annual budget of nearly \$1.7 billion and generates an annual economic impact of \$4.4 billion.

USFSP was established in 1965 and celebrated its 50th anniversary in 2015. USFSP became a separately SACS-accredited institution in the USF System in 2005. The University is now classified as a Master's Medium institution by the Carnegie Commission on Higher Education. In the 2017 *U.S. News & World Report* Best Colleges Rankings, USFSP is ranked at number 24 among the nation's Southern Regional Public Universities. USFSP has also been awarded the Carnegie Foundation's elective classification as a Community Engaged University, one of only about 360 such institutions in the United States. The University is proud of its rich five-decade history of academic excellence, entrepreneurial spirit, ingenuity, and dedication to meeting regional and statewide workforce needs.

USFSP offers 24 undergraduate and 18 graduate programs and many educational choices as well as civic engagement and research opportunities. Serving more than 6,700 students, the University holds accreditation from the Southern Association of Colleges and Schools Commission on Colleges (SACS-COC). The Kate Tiedemann College of Business holds dual accreditation in both business and accounting from the Association to Advance Schools of Business (AACSB International). This dual accreditation is held by fewer than two percent of colleges of business worldwide. It is in good company with the USFSP College of Education which has earned accreditation from the National Council for Accreditation of Teacher Education (NCATE) Standards through the Council for the Accreditation of Educator Preparation (CAEP) Accreditation System. The Department of Journalism and Media Studies is one of only a small group to have earned accreditation for both undergraduate and graduate programs from the Accrediting Council for Education in Journalism and Mass Communications (ACEJMC).

USFSP's distinguished faculty includes internationally respected authors and accountants, archivists, analysts, educators, and illustrators. Among these ranks are Fulbright Scholars, Pulitzer Prize jurors and Fellows of the American Association for the Advancement of Science. Faculty excellence powers USFSP's goal of graduating true scholars who are engaged in the community and in academic research. USFSP's 19:1 faculty-to-student ratio supports this mission.



As a result of a year-long, community-engaged strategic planning process, USFSP’s mission, vision and core values are guided by its strategic plan released in September of 2014, *Vision 20/20: Engaging Students and the Community to Transform the World*, <https://www.usfsp.edu/vision2020/>

Mission

Inspire scholars to lead lives of impact.

Vision

USF St. Petersburg will shine. USFSP faculty and administrators will work shoulder-to-shoulder with students and community partners to build a better world. We will challenge ourselves to excel in research, teaching and service.

Core Values

- Student-Centered Success
- Research and Innovation
- Inclusion of Differences
- Commitment to Community
- Care for Natural Environment

Campus Setting

USFSP's teaching, research, and service help energize one of the most vibrant regions in the nation that is nationally known for excellence in the arts, health care, finance, marine science, and its beaches. The campus is located along Tampa Bay adjacent to downtown St. Petersburg, home to a vibrant and growing arts, entertainment, and culinary community. In fact, St. Petersburg, with "a redeveloped waterfront, a stunning Dali Museum, and sophisticated restaurants" was listed in "52 Places to Go in the World in 2014" (*New York Times*, September 5, 2014). USFSP is poised to help propel the city into the future by providing the knowledge base, innovation, and graduates required to support its growing economy.

USFSP supports a growing residential student population totaling more than 600 students. Over one third of its residents live adjacent to the new University Student Center, which offers full-service dining facilities, outdoor basketball and sand volleyball courts, and spacious meeting rooms.



About the College of Arts & Sciences

With a legacy of providing high-quality programs in a student-centered atmosphere, the College of Arts & Sciences is USF St. Petersburg's largest college, offering a wide range of academic programs in six departments, including 14 undergraduate majors, 13 undergraduate minors, and eight graduate programs. The College is home to nationally and internationally acclaimed faculty members with high research and scholarly production expectations. The faculty council works with college administration and has a progressive outlook towards growth in new and existing academic programs, and the wise investment of resources to support that growth. The College is proud of its exceptionally talented and dedicated faculty, which includes five Fulbright faculty, three endowed chairs, two endowed professors, one American Academy of Arts and Sciences member, and one Rome Prize recipient. Sponsored project awards from private, local, state, and federal sources are expected to be approximately \$3 million this year, which is the highest it has ever been for the college.

Mission

To embody the principles and activities of a research intensive liberal arts college, where our graduates will be well trained within their disciplines, and thus prepared for graduate or professional schools. Our students will have the critical skills, broad outlook, and civic awareness that will make them engaged and productive citizens. In short, our students will be recognized as citizen scholars.

Unit Goals/Strategies

1. Make significant and meaningful contributions to ongoing dialogues in our academic fields;
2. Expect our undergraduates and graduate students to engage in research – where feasible, in collaboration with faculty;
3. Cultivate a vigorous liberal arts culture by recruiting talented and diverse faculty and students, maintaining small class sizes, and mentoring those students we have;
4. Encourage free discussions, foster critical thinking, require that our students write, and when possible, work across disciplines;
5. Initiate and expand graduate programs and develop formal academic ties to other graduate programs within the University of South Florida system;
6. Introduce, as part of the mosaic of learning experiences at USFSP, civic engagement, service learning, and experiential learning into classes, when appropriate.

Undergraduate Majors

The College of Arts & Sciences offers 14 undergraduate programs:

- [Anthropology](#)
- [Art – Graphic Design](#)
- [Biology](#)
- [Criminology](#)
- [English](#)
- [Environmental Science & Policy](#)
- [Geography](#)
- [Health Science](#)
- [History](#)
- [Interdisciplinary Social Sciences](#)
- [Mass Communications – Journalism & Media Studies](#)
- [Political Science](#)
- [Psychology](#)
- [World Languages and Cultures](#)

Graduate Degrees

The College of Arts & Sciences offers eight master's programs:

- [Conservation Biology](#)
- [Digital Journalism and Design](#)
- [Environmental Science and Policy \(M.A.\)](#)
- [Environmental Science and Policy \(M.S.\)](#)
- [Florida Studies](#)
- [Journalism and Media Studies](#)
- [Liberal Arts: Focused or Interdisciplinary Studies](#)
- [Psychology](#)

Academic units include Biological Sciences; Environmental Sciences, Policy, and Geography; History and Politics; Journalism and Media Studies; Psychology; Society, Culture, and Language; Verbal and Visual Arts; and the [Honors Program](#).

Biological Sciences

The [Department of Biological Sciences](#) offers a student-centered educational experience for students interested in Biology, Health Sciences, and Conservation Biology. The department offers undergraduate B.S. degrees in [Biology](#) and [Health Sciences](#), and an M.S. in [Conservation Biology](#). Programs are offered in Math and Statistics, and Physics that support the general education mission of the campus and prerequisite course requirements for other USFSP degree programs. The mission of the department is to provide a strong STEM foundation and the technical, research, professional, and personal skills that will allow students to succeed in a wide variety of biological science and healthcare careers. Faculty actively mentor students; research experience in the lab or field is a capstone option. Internships are also available through local, state, and federal government agencies, nonprofit groups, and at biomedical facilities adjacent to the USFSP campus. Department faculty are productive researchers, and are actively engaged in applied and basic research in a variety of life science/STEM disciplines. Faculty actively seek and receive external grants and contracts, publish in peer-reviewed international journals, and present their research results at regional, national, and international conferences.

Environmental Science & Policy and Geography

While not formally a department, [Environmental Science & Policy \(ESP\) and Geology](#) offers two undergraduate degrees, two master's degrees, three minors, and a certificate that are administered at the college level by an assistant dean. Degree offerings include a [B.S. Environmental Science & Policy](#) (112 students); [B.A. Geography](#) (12 students), [M.S. Environmental Science & Policy](#) (20 students); [M.A. Environmental Science](#) (currently suspended); Minor in Chemistry, Minor in Environmental Policy; Minor in Geography; Minor in Geospatial Science and a [Graduate Certificate in Geospatial Science](#).

The B.S. in ESP is one of the more rigorous degrees on campus with a strong emphasis on quantitative science. These programs are collectively delivered by 10 full-time faculty. Four professors and all three instructors are unaffiliated with any department. Four of the faculty

members teach chemistry, and thus, provide critical courses in other majors as well, specifically, Biology. In addition, faculty partner with researchers at USGS, the USF College of Marine Science, and Florida Fish and Wildlife on research projects. Research faculty are active internationally and their interests, while all environmentally focused, are broad and include the role wetlands play in climate change, chemical contaminants in the environment, remote sensing, water quality, hydrogeology, political ecology, water resources, and society-nature interactions.

History & Politics

The [Department of History and Politics](#) is a multi-disciplinary department that includes History, Politics, Art History, Philosophy, and Geography.

The department graduates majors in [History](#) and [Political Science](#), and offers an [Art History](#) minor. Courses are also offered in Philosophy. Several professors are affiliated with the masters program in [Florida Studies](#). While faculty come from diverse academic disciplines, there is a deep level of overlapping interests. Using particular academic approaches, faculty seek to understand human beings, the nature of the political, international, and cultural associations, and the ways that individuals and their collective pasts shape who they are, how they live, and what they want. All these inquiries seek to understand not just how humans do behave, but how they should behave. These common interests inform the content and style of classes and permeate research.

Journalism & Media Studies

The USF St. Petersburg [Department of Journalism and Media Studies](#) is dedicated to educating journalists and professional communicators who can report and interpret news and information with skill, responsibility, and social consciousness. Innovative, community-oriented coverage of public life, seeking out news and issues that touch the lives of ordinary citizens is stressed. The world of digital communication is embraced and everyone is both a consumer and producer of content. Coursework encompasses theory, law and ethics alongside visual communication, technology and community engagement.

The department offers an [undergraduate degree](#), an [on-campus masters degree](#), a [fully-online masters degree](#), and a [graduate certificate in food writing and photography](#). Undergraduate students may also [minor in Journalism and Media Studies](#).

Psychology

The [Department of Psychology](#) is a research active group of 10 full-time faculty (including two instructors, and eight tenured or tenure-earning faculty). Psychology is the second largest [undergraduate major](#) with approximately 450 students, and a two-year [M.A. program](#) accepts between 10 and 15 (mostly) full-time students a year. The graduate program offers two graduate certificates, one in [Infant Family Mental Health](#), and one in Data Analysis and Evaluation. Strong relationships have been developed with a growing list of local, state, and national non-profit and government agencies, which host students in specialized internships (e.g., DOH, Juvenile Welfare Board, Big Brother Big Sister). Faculty research interests are diverse, but tend to focus on issues related to health: risk, resilience, and prevention. Research projects include both traditional lab-based studies, and applied projects focused on health-related interventions. As an early adopter and leader in developing high quality online course delivery, all faculty are expected to receive Quality Matters certification.

Society, Culture and Language

The [Department of Society, Culture and Language](#) promotes collaborative research and civic engagement projects that engage local and global communities, through which students are challenged to explore and reach deeper understandings of human diversity and experiences. Students majoring in [anthropology](#) focus on the global, comparative study of human biological variation and cultural systems over all periods, from the prehistoric to the present. Students majoring in [criminology](#) develop a specialized understanding of the criminal justice system and criminal behavior, particularly the ability to explain, predict and prevent crime and victimization. Students majoring in [Interdisciplinary Social Sciences](#) gain a strong foundation in the social sciences while exploring specific disciplines in depth through selected concentration courses. The program emphasizes critical analysis of social issues from within a variety of theoretical and disciplinary perspectives, and the development of effective writing, research and communication skills. Students majoring or minoring in [French and in Spanish](#) gain proficiency in the five language skills (speaking, writing, listening, grammar, and culture) while developing a broad and refined understanding of the Spanish and French-speaking worlds through their language, literature, history, and culture.

Verbal and Visual Arts

The [Department of Verbal and Visual Arts](#) at USF St. Petersburg includes faculty and students in three distinct areas: Literature and Cultural Studies, Writing Studies, and Graphic Arts. The department focuses on the production, interpretation, performance, and study of verbal and visual texts in the fields of literature, rhetoric, culture, art, and design. Degree offerings include the B.A. in [English](#) with concentrations in Literary and Cultural Studies or Writing Studies and the B.F.A. in [Graphic Arts](#). Additional offerings include a minor in English (Literary and Cultural Studies or Writing Studies options) and a certificate in Creative Writing. The department also houses the [M.L.A. in Liberal Studies](#), a build-your-own degree with focused and interdisciplinary tracks.

Opportunities and Challenges

USF St. Petersburg has a highly-regarded academic program, a committed faculty and staff, and a student-focused culture.

Because the College of Arts & Sciences (CAS) is the University's largest school and its intellectual heart, the next dean will play a critical role in helping the University expand its reputation and academic excellence. Some of the opportunities and challenges of this role include:

- ***Building on Strength.*** CAS impacts all students at the University. Students fulfill their liberal arts requirements and take core courses for the academic programs in the College. There are opportunities for further development: enhancing undergraduate research, assuring that the liberal arts and sciences remain relevant to students' career goals, fostering additional opportunities for experiential education, connecting first-year students with the College's best faculty, and assuring that the College's commitment to high-quality teaching and research persists.

- **Supporting Faculty.** CAS is home to a very strong faculty, representing a diverse range of disciplines and interests. CAS views as critical the recruitment and retention of the best teachers and scholars and takes steps to support their success. This includes decisions about allocation of new positions. The dean will play a key role in identifying resources and strategies for the further development of the College's faculty.
- **Expanding Research.** In keeping with the University's goal to increase research and external research funding, the Regional Chancellor has set a very ambitious research agenda. As the largest, most complex College, CAS must take the lead in developing new research initiatives and continuing to increase external support. The dean will need to work with and support faculty to meet this positive agenda.
- **Developing New Programs/New Resources.** To help realize CAS' vision and key goals, the next dean will be expected to establish an impressive record of seeking and obtaining private resources to support students, faculty, and programs. In addition to securing external resources, the dean will also be charged with continuing the University's momentum in developing high-impact degree programs to attract high-quality students and further utilize the broad expertise of faculty members.
- **Fostering Communication.** CAS' size and diversity of programs have always been strengths, both internally and externally. It is important for the dean to play an active, engaged and transparent role with the faculty, staff, and students. The dean will need to be an advocate for the entire College, working cooperatively with the other deans and University leadership.
- **Advancing Diversity.** USFSP has a longstanding commitment to diversity and values the gains it has made. Achieving goals in this important area remains critical. Enhanced ethnic, religious, racial, and gender diversity needs to be pursued aggressively in the recruitment of students, faculty, and staff. To achieve further progress in these areas will require sustained and vigorous commitment from the entire College and University. The dean is in a unique position to provide leadership for these efforts.
- **Building Relationships.** CAS is a community of faculty, students, staff, and administrators, working together to support its mission. It is expected that the new dean will provide leadership that recognizes the central importance of working within and strengthening shared governance. Inherent in this effort is the need for the dean to share information, facilitate communication among others, and ensure effective and timely decision making and action to further mutual respect, participation, and cooperation within the College and across the campus.
- **Assuring Quality and Assessment.** CAS and the University have a distinctive set of policies, programs, and services for which the institution has earned a well-deserved reputation for excellence. USFSP must satisfy both internal and external expectations for rigorous assessment of programs. The dean will play a central role in these critical efforts.
- **Managing Growth.** The next dean, working with the faculty and the University leadership, will be tasked with balancing the opportunity for growth with the need to maintain what is unique and exceptional about CAS and USFSP.

Responsibilities of the Dean

The dean is the chief academic and executive officer of the College of Arts & Sciences and provides leadership and vision for the development and implementation of the College's strategic future. In those roles, the dean has overall responsibilities to support excellence in teaching, research and service. More specifically, the dean oversees academic services; evaluates faculty and staff; develops and allocates the budget; represents the College in campus decision-making processes; ensures adherence to internal and external processes; oversees College-based research and outreach centers; engages in fund- and friend-raising in support of opportunities to grow the College's reputation, resources, and impact; and works with students and student organizations to support student success. In addition, the dean is expected to have effective working relationships within the larger USFSP and USF System community and with alumni, external partners, the academic and philanthropic communities, and other key stakeholders.

Qualifications

The next dean of CAS must possess an earned doctorate and a distinguished record in teaching, scholarship, and service that will command the respect of the academic community and merit the rank of full professor in one of the disciplines of the College. In addition to possessing leadership and management skills consistent with the values and expectations of the University and of academic life, the dean will have an understanding of the principles of philanthropy and the demonstrated ability to build relationships with community partners as well as a record of successfully working with diverse faculty to achieve expected outcomes in a performance-based environment. The ideal candidate will also bring many of the following professional qualifications and personal qualities:

- strong record of significant administrative experience in an academic environment;
- ability to work collaboratively with students, faculty, staff, university administrators, alumni, and community leaders;
- creativity and capacity to lead the College in identifying and furthering its strengths and its competitive advantages;
- demonstrated record of developing and strengthening innovative undergraduate and graduate programs;
- demonstrated commitment to research and to supporting faculty in achieving their research goals;
- evidence of expertise in budget management and effective alignment of resource allocations with strategic planning;
- demonstrated commitment to thoughtful shared governance;
- strong communication skills and demonstrated success in building relationships with important internal and external stakeholders;
- ability to support a diversity of disciplines from the humanities to STEM related fields;
- evidence of successful recruitment, mentoring, and retention of a diverse faculty body;
- demonstrated commitment to student success and student-centered instruction;
- demonstrated successful fundraising;

- successful experience with regional and national accreditation processes;
- experience in traditional, hybrid/blended, and fully online methods of academic program delivery at various levels;
- evidence of meaningful engagement in global programs and activities;
- a personable, visible, energetic, and accessible presence; and
- the highest integrity and uncompromising standards of excellence.

Salary

The salary is competitive and commensurate with qualifications and experience.

Applicant Review

The search committee will accept applications and nominations until the position is filled. Applicants/Nominees should keep in mind that the search committee will begin to consider candidate materials in mid-July.

How to Apply

A complete application will include a letter describing relevant experiences and interest in the position; a current *curriculum vitae* and the names of five references with titles, mailing addresses, business/home telephone numbers and email addresses. Individuals who wish to nominate a candidate should submit a letter of nomination, including the name, position, address, telephone number, and email address of the nominee. Storbeck/Pimentel, an executive search firm, is assisting USFSP in the search. **Searches are conducted in accordance with Florida's Sunshine Law.**

Applications and letters of nomination should be submitted to:



executive search consultants

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

For more information on the University of South Florida St. Petersburg please visit
<http://www.usfsp.edu/>

USFSP is an EO/Equal Access Institution. Welcoming...Diverse...Inclusive