



Dean of the College of Liberal Arts and Sciences



Job Description

Greenwood/Asher & Associates, Inc.
Executive Search, Consulting and Training

The Position

Grand Valley State University (Grand Valley) invites nominations, expressions of interest and applications for a collaborative and institutionally minded leader with a proven record of innovation to serve as the Dean for the College of Liberal Arts and Sciences (CLAS) www.gvsu.edu/clas. The dean promotes excellence in all aspects of the college mission to nurture the discovery, creation, transmission and application of knowledge and understanding across the humanities, social sciences, natural sciences and fine arts. The dean of the College of Liberal Arts and Sciences provides leadership, management and administration of the college.

The dean reports directly to the provost and executive vice president for academic and student affairs and works collaboratively with the deans from the other seven colleges and the library, as well as the vice provost for student affairs, to ensure Grand Valley graduates students who are both liberally educated and professionally prepared. The dean provides leadership in curriculum and academic program development, as well as faculty hiring, tenure and promotion. The dean promotes and supports faculty scholarship and research activities. The dean oversees the operating and capital budgeting process in the college, recommends priorities to the provost, and oversees expenditures during the budget year.

The dean will provide development and promotion of programs, institutes and centers in the College of Liberal Arts and Sciences and maintain a close and collegial relationship with faculty governance. The dean of CLAS implements the college and university strategic plan, integrating benchmarking and assessment into ongoing planning and vision. www.gvsu.edu/strategicplan

Duties/Responsibilities

This deanship is an exciting opportunity for a dynamic and visionary leader, as Grand Valley seeks to expand partnerships and attract new student audiences to the institution. To successfully lead the largest college at Grand Valley State University, the dean must demonstrate a passion about the role of the liberal arts and sciences in the delivery of a high-quality, 21st century education; have a vision and strategy for making the liberal arts and sciences robust and relevant for students in the digital age; display a comprehensive understanding of the complexity of CLAS, while articulating the intrinsic value and necessity of diversity and inclusion with the college; and be adept at change management and implementation. While upholding the vision of the president and provost, the dean must nurture a positive, progressive, collaborative, entrepreneurial culture that supports teaching and learning. As the chief academic officer and administrator of CLAS, the dean will foster and support a creative environment to encourage faculty to identify and leverage opportunities to increase interdisciplinary and multi-disciplinary program offerings. The dean's innovative vision will drive collaboration with a variety of schools and colleges in the university.

Duties and responsibilities are as follows:

- › Identify opportunities to redirect programs into new growth areas and collaborate with faculty on the development of new curricula, co-curricular, and international programs; help CLAS be nimble to meet the needs of 21st century employers and maintain its relevance;
- › Work collaboratively with other deans, faculty members, and administrators to enhance and leverage resources and cultivate strategic partnerships to augment the college's programs and improve the integration of the professional schools with CLAS;
- › Articulate the needs, priorities, activities, challenges, and opportunities of CLAS to disparate groups--university leadership, donors, alumni and external constituents -- by highlighting the importance of arts, humanities, sciences, and social sciences in educating students to succeed in their professions and society;
- › Manage a complex budget;
- › Empower CLAS faculty through sustained, well-designed faculty development, management, assessment, and evaluation initiatives;
- › Work collaboratively with human resources and the inclusion and equity office to develop and implement a sustained strategy to build capacity through the recruitment, retention, development, and evaluation of a multicultural faculty and professional staff in CLAS to offer a diverse and inclusive learning environment to prepare students for a global economy;
- › Cultivate an environment of strong shared faculty governance with transparency given to data-driven decisions;
- › Foster growth and development of professional staff;
- › Delegate appropriately, and assess and strengthen leadership skills in assistant and associate deans and unit heads; hold college administrators accountable for the advancement and growth of CLAS and commitment to shared governance, while making complex decisions with confidence and transparency;
- › Lead CLAS through the development, implementation, assessment and alignment of the college's strategic planning process and with the university's long-term strategic goals;
- › Create, apply, monitor and assess the implementation of high-impact, high-touch, student success initiatives to actively address all student needs and issues;
- › Continue to foster a student-centered focus in CLAS, so students' needs are valued and addressed;
- › Support undergraduate and graduate research and scholarship;
- › Encourage and motivate internationalization among students, faculty members, and staff;
- › Maintain a visible presence by attending student, faculty, and staff events in CLAS, the university, and community to demonstrate support from the office of the dean; and
- › Build relationships to increase the visibility of CLAS and GVSU within the local community, region, state, and nationally.

Minimum Qualifications, Knowledge, Skills and Abilities

- › Terminal degree in a discipline included within CLAS;
- › Administrative experience at the chair level or above;
- › Established record of distinguished scholarly accomplishment in a field appropriate for appointment as a full professor in one of the 24 departments of the college;
- › Demonstrated leadership and results in fostering equity, diversity and inclusion within organizations and communities;
- › Strong and proven capabilities in complex organizational management, including financial stewardship, budget creation, resource allocation, strategic planning, human resource management, risk management, and related decision-making;
- › The proven ability to work collaboratively with leaders across organizations, disciplines and divisions; and
- › Review of promotion and tenure review portfolios.

Preferred Qualifications, Knowledge, Skills, and Abilities

- › Track record of being a strong advocate for resources; e.g., grants, internships, partnerships, etc.;
- › Experience leading in a strong shared governance environment;
- › Prior work experience in a multi-campus setting;
- › Demonstrated ability to positively impact the climate of current or previous organization;
- › Demonstrated ability to grow hybrid and online course offerings; consider and leverage the use of technology to explore current course delivery methods;
- › Embrace and support a culture of research to strengthen faculty teaching;
- › Track record of engagement with the community.

Personal Characteristics

- › Exemplary interpersonal and communication skills
- › Change agent
- › Continual curiosity and willingness to learn about all disciplines
- › Calm and thoughtful leadership style
- › Dynamic personality and engaging speaker
- › Possess a student-centered mentality

- › Understand and recognize the importance of diversity and inclusion
- › Impeccable integrity, sense of professionalism, and sound judgment
- › Energized by a challenge with confidence in public higher education
- › Approachable while maintaining an executive presence.

About the College of Liberal Arts and Sciences

The College of Liberal Arts and Sciences (CLAS), located on the Allendale campus, is a student-centered and diverse learning community that engages in critical inquiry extending knowledge to enrich and enliven individual and public life. CLAS is the largest college in the university with a staff of two associate deans, four assistant dean(s), 27 academic unit chairs and directors, and 512 tenured/tenure track, 82 visiting, and 105 affiliate faculty and a budget of approximately \$86 million. The college includes the Annis Water Resources Institute, the Regional Math and Science Center, and the CLAS Academic Advising Center, all focusing on student success. Our students choose from more than 50 bachelor's degrees and a growing number of advanced degrees in traditional liberal arts and sciences disciplines and a variety of professional and applied programs.

The structural elements of the college include departments, programs within departments, institutes and centers. The programs in CLAS are as follows:

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| › Anthropology | › Geology |
| › Art and Design | › History |
| › Biology | › Mathematics |
| › Biomedical Sciences | › Modern Languages & Literatures |
| › Cell & Molecular Biology | › Movement Science |
| › Chemistry | › Music, Theatre, and Dance |
| › Classics | › Philosophy |
| › School of Communications | › Physics |
| › Comprehensive Science & Arts for Teaching (CSAT) | › Political Science |
| › English | › Psychology |
| › Geography and Sustainable Planning | › Sociology |
| | › Statistics |

To learn more about what CLAS has accomplished, the links below reveal the stories behind their success.

[Faculty member's first novel named a must-read by Oprah Magazine](#) (Horrocks)

[Science Giving Voice to Citizens](#) (Rediske)

[Taxes and Praxis—Service Mathematics Style](#) (Alayont)

[In Loco Parentis and the Fabric of Student Lives](#) (collaboration)

[Keeping it Real with Tim Penning--Internships, Experiential Learning and Student Organizations](#)

[Readying Interns to Parse the Difficult Ethical Issues with Jeffrey Byrnes](#)

[All in at the Speech Lab](#)

[Early Detection with a Little Help from Michael J. Fox, Ralph Hauenstein, Sok Kean Khoo and the Family of Science](#)

› Visual and Media Arts

› Writing

CLAS values excellence in liberal education facilitated through active student-teacher engagement and academic achievement supported by appropriate class size and a high proportion of permanent faculty. Excellence in a broad range of scholarly and creative activities and research supported by appropriate resources is valued along with consistent and effective unit, college, university, professional, and community service. The founding dean, Frederick J. Antczak, Ph.D., has encouraged the College of Liberal Arts and Sciences to embody Grand Valley's commitment to undergraduate teaching and individual attention to student learning, opening paths to futures in a wide range of professional worlds.

About the University

Grand Valley attracts more than 24,000 students with high-quality programs and state-of-the-art facilities. Grand Valley is a comprehensive university serving students from across Michigan and dozens of other states and foreign countries, offering 94 undergraduate and 42 graduate degree programs and has campuses in Allendale, Grand Rapids and Holland. The university offers programming and classes from centers in Traverse City, Muskegon, and Detroit; Grand Valley's Annis Water Resources Institute and the Muskegon Innovation Hub are in Muskegon. The university is dedicated to individual student achievement, going beyond the traditional classroom experience, with research opportunities and business partnerships.



Through generous donor support, strong fiscal stewardship, and ongoing credit worthiness, Grand Valley will maintain the A+ rating from Standard and Poor's that it has enjoyed over the last 10 years. The university intends to sustain this stable foundation as an affirmation of the high value it places on fiscal stability and strength. Grand Valley will continue to use its resources to offer challenging and relevant learning and scholarship with support of students at the center of all its activities. Grand Valley continues to excel in the areas of graduation and retention rates, alumni working in Michigan, and keeping down the cost of a college degree. The university uses what they named as the "Laker Effect," a force for positive change, which is driven by their passion for learning and using that knowledge for the common good. They take pride in making a difference by focusing on others and making lasting contributions.

Awards and Recognitions

Grand Valley has been named a top university by U.S. News & World Report and one of "America's 100 Best College Buys" by Institutional Research and Evaluation. Regarding sustainability, in 2019, Grand Valley has received gold status for the seventh consecutive year for sustainability efforts throughout all sectors of the school. In 2018, Grand Valley was recognized as one of the country's most environmentally responsible colleges for the ninth consecutive year by the Princeton Review and was named a top performer in the country by the Association for the Advancement of Sustainability in Higher Education (AASHE), achieving high-ranking spots in the categories of waste minimization and well-being and work.

In September 2019, Grand Valley was named a recipient of the Higher Education Excellence in Diversity (HEED) Award from Insight into Diversity, the oldest and largest diversity-focused publication in higher education. The award recognizes Grand Valley for its commitment to diversity and inclusion.

In 2019, the university received the Military/Veteran Friendly bronze level recognition and Victory Media. Grand Valley earned a \$1.3 million, five-year grant, from the U.S. Department of Education, to establish a TRIO Veterans Upward Bound program, providing free academic support services to veterans pursuing secondary education.

Grand Valley earned the Director's Cup for being the best NCAA Division II athletic program in the nation for 13 of the last 16 years and has finished first or second in the Director's Cup standings for 18 consecutive years. They have also won the Great Lakes Intercollegiate Athletic Conference (GLIAC) President's Cup Trophy for the 21st consecutive year.

For more information regarding awards and recognition please visit:
www.gvsu.edu/identity/awards-and-recognitions

Student Enrollment

24,677 students
17.4% minority
21,112 undergraduates
2,921 graduates
84.5% first yr. retention rate

Student Support

\$289 million in financial aid awarded
\$90 million in form of scholarships and grant assistance
35% graduate without student loan debt

National Rankings and Recognition (2019)

Best in the Midwest by
Princeton Review
Top school for Veterans by
U.S. News & World Report
One of "America's Top Colleges" by *Forbes*
One of the "Best Colleges for Your Money." by *Money*

Strategic Planning, Assessment and Accreditation

Grand Valley has developed a highly successful approach to education and a unique niche among comprehensive universities over recent decades. In the 2016-2021 iteration of the strategic plan, the university will deepen and extend its current approach -- teaching, learning, scholarship, and connection -- and improve its outcomes in educating students and contributing to society. Grand Valley intends to maintain a stable annual student population of 24,000 to 26,000 undergraduates and graduates through 2021, as well as to offer the combination of degrees that led the Carnegie Foundation to classify the university among the nation's "Masters Large" institutions.



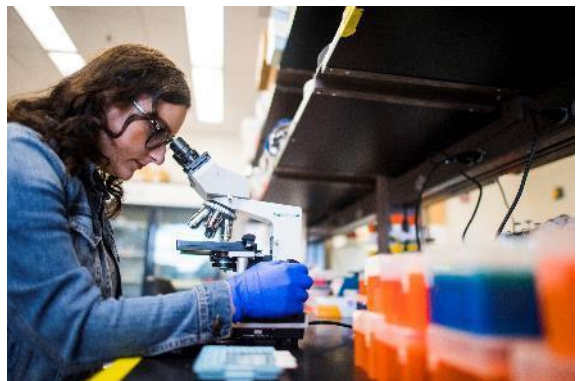
Since its founding, Grand Valley has been deeply committed to the liberal arts with professional education. Grand Valley will maintain its distinctive reputation as a large university with a small college feel where students receive personalized attention in small classes as well as customized convenient academic and career services. www.gvsu.edu/spaa/gvsu-2016-2021-strategic-plan

Mission

Grand Valley's mission is to educate students to shape their lives, their professions, and their societies. Known for increasingly innovative and outstanding teaching, recognized scholarship, significant community engagement, and excellent stewardship of its resources, the university inspires and equips students to be active life-long learners and global citizens. Grand Valley strives to be a model public university shaping leaders for success.

Vision

Grand Valley will be recognized and acknowledged as a community of diverse, committed scholars engaged in collaborative, lifelong learning to achieve acknowledged academic excellence and positive community impacts. By focusing on the promotion of high quality undergraduate and graduate degree programs, the institution will be the university of choice for students and faculty alike and it will enjoy broad support for its innovative partnerships and initiatives that promote the physical health and the intellectual, social, environmental, economic, and cultural advancement of West Michigan, and ultimately, the advancement of the state, nation, and world.



Core Values

- › **Excellence:** Grand Valley values excellence in all aspects of its enterprise. Levels of performance in learning, scholarship, and community service; stewardship of resources; regular assessment and refinement of instructional and operational processes; and their shared dedication to excellence compel them to strive for exemplary and responsible outcomes in all that they do.
- › **Integrity:** Grand Valley values honesty, fairness, and openness in its actions, transactions, and communications. Their emphasis on integrity compels them to respect and teach the fundamental tenets of a liberal education which remain central to their identity and reputation.
- › **Inquiry:** Grand Valley values inquiry, which encourages the lifelong pursuit of knowledge to improve the human condition and expand their understanding of the world. The university is committed to learning as a means of preparing individuals for academic success, meaningful careers, and exemplary community service.
- › **Inclusiveness:** Grand Valley values all identities, perspectives, and backgrounds and is dedicated to incorporating multiple voices and experiences into every aspect of its operations. They believe that diversity competencies are an intellectual asset and that a range of thoughtful perspectives and a commitment to open inquiry strengthens the liberal education tradition.
- › **Community:** Grand Valley values connections to, participation with, and responsibility to local communities. They value collaboration of faculty members, staff members, and students with external partners in addressing mutual interests and community needs.
- › **Sustainability:** Grand Valley values the guiding principles of sustainability in helping to meet the current needs of faculty members, staff members, and students without compromising the needs and resources of future generations.
- › **Innovation:** Grand Valley values entrepreneurship and integrative interdisciplinary collaboration that solves local, regional, and global problems and advances the common good.

Accreditation

Grand Valley is accredited by The Higher Learning Commission (HLC), a regional accreditation agency recognized by the U.S. Department of Education. On March 5, 2019, HLC continued the accreditation of Grand Valley State University with the next reaffirmation of accreditation in 2028-2029. For more information, visit www.hlcommission.org.

About Allendale, Michigan

Allendale is in the center of Ottawa County in West Michigan, approximately ten miles west of Grand Rapids metropolitan area. It is located within Allendale Charter Township, occupying approximately the northern two-thirds of the township, from the eastern boundary with the Grand River on the west. Ranked as one of the best places to live in the United States, Allendale's population has grown more than 20% in the last nine years to 20,080. The area is ranked among the safest places to live in the United States and offers a low unemployment rate, which is below the national average and a diverse economy with steady job growth. www.allendalechamber.org



About Grand Rapids and West Michigan

West Michigan is a great place to live and Grand Valley helps drive the region's and entire state's economic growth. West Michigan is a national leader in manufacturing, health care, and agriculture. The region also offers innovative careers in IT, finance, supply chain, marketing, construction, human resources, and engineering. The Grand Valley community is helping advance all of these industries.

Grand Rapids, Michigan's second-largest city, offers all the amenities of a big city with a small-town feel. The area offers outdoor recreation, arts and music, shopping, diverse museums and galleries, outstanding trail systems, professional and college sports, festivals, and famous craft breweries. Thousands attend ArtPrize, the world's largest open, independently organized international art competition, annually in Grand Rapids. A recent survey by The Art Newspaper showed Grand Rapids is on the list of the "most cultured" cities in the country, with people flocking to museums and other cultural attractions. Grand Rapids was given "Superstar" status by Reuters for being one of the best mid-sized cities in the country for economic growth and was listed as one of the top 50 fastest-growing cities in the nation. It also ranked 13th in the 125 Best Places to Live in 2019 list by U.S. News and World Report. The same publication named Grand Rapids one of

the 25 most affordable places to live in a 2017 report. www.hellowestmichigan.com
www.experiencegr.com

Affirmative Action Statement

Grand Valley is guided by values for inclusiveness and community which are integral to our mission to educate students to shape their lives, their professions, and their societies, and to enrich the community through excellent teaching, active scholarship, and public service. Members of the university community, including candidates for employment or admissions, and visitors or guests have the right to be free from acts of harassment and discrimination, including sexual misconduct, which are prohibited if they discriminate or harass on the basis of age, color, disability, familial status, height, marital status, national origin, political affiliation, race, religion, sex/gender (including gender identity and expression), sexual orientation, veteran or active duty military status or weight. The university will provide reasonable accommodations to qualified individuals with disabilities.

Salary

The salary is competitive and commensurate with qualifications and experience.

How to Apply

Greenwood/Asher & Associates, Inc. is assisting Grand Valley State University in this search. Applications and nominations are now being accepted. Initial screening of applications will begin immediately and will continue until an appointment is made.

Additionally, confidential inquiries, nominations and application materials should be directed to Greenwood/Asher & Associates. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected.

Inquiries, nominations and application materials should be directed to:

Marion Frenche, Practice Leader, Diversity, Equity and Inclusion,

Senior Executive Search Consultant

Itza Walters, Executive Search Consultant

Greenwood/Asher & Associates, Inc.

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Miramar Beach, Florida 32550

Phone: 850-650-2277 / Fax: 850-650-2272

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For more information on Grand Valley State University, please visit gvsu.edu.

Grand Valley State University is an affirmative action, equal opportunity institution. It encourages diversity and provides equal opportunity in education, employment, all its programs, and the use of its facilities. It is committed to protecting the constitutional and statutory civil rights of persons connected with the university. The university's notice of non-discrimination can be found at
<https://www.gvsu.edu/identity/affirmative-action-equal-opportunity-86.htm>
www.gvsu.edu/affirmative/