



Position brief for the position of Dean, College of Letters, Arts & Sciences University of Colorado Colorado Springs

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Contact Information

Jennifer Biehn | Partner

303 309 0360

Jennifer.Biehn@odgersberndtson.com

Monica Burton | Partner

646 430 9906

Monica.Burton@odgersberndtson.com

Carin Starcevic | Principal

617 209 3563

Carin.Starcevic@odgersberndtson.com

Odgers Berndtson

140 East 45th Street, 44th Floor

New York, NY 10017



Opportunity Overview

The Position

The Dean of the College of Letters, Arts & Sciences is the chief academic and administrative officer of the College and reports to the Provost of the University of Colorado Colorado Springs. The Dean leads the College in building and supporting strong degrees across all areas of LAS, championing the values of a liberal arts education, delivering a high-quality curriculum, and promoting excellence in research and creative work. The Dean directs the College's fundraising and development efforts, develops and promotes strategic plans for the College, and works with the department chairs and program directors in advancing the broad interests of the College. The Dean must work collegially with fellow members of the Deans' Council and with other senior university administrators, as well as with alumni and members of the community, to advance the academic mission of the university.

Challenges and Opportunities for Leadership

The Dean of LAS will be a strong, impactful, and thoughtful leader who will embody LAS's values of excellence. A faculty member at heart and an advocate for public education, they will bring an energetic vision to LAS that will help connect a diverse group of stakeholders whose common thread is student focus, research excellence, and thoughtful service. As UCCS has recently been designated a Carnegie R2 university, the new Dean must have a strong vision and be able to lead transformation at this time of change at UCCS. To that end, the Dean of LAS will:

- Prioritize building solid, professional, and effective relationships with the faculty, staff, and students, demonstrate transparency, practice an open-door policy and maintain focus on the mission of the College.

- Engage individual stakeholders and constituent groups to understand what is important within the College.
- Ensure that LAS degrees across all LAS areas are strong and competitive with regional and peer institutions.
- Be a champion for diversity and inclusiveness across all spectrums of the college by bringing experience, wisdom and an in depth understanding to these areas in academic programming, administration, the student body, and across communities both on campus and off.
- Reflecting UCCS's recent Carnegie designation as an R2 university, develop strategies with upper administration to meet challenges and opportunities and to increase funding from campus and the CU system.
- Bring a vision and experience in changing the paradigm of Letters, Arts and Sciences as a dominant yet underfunded school on campus. A focus on innovative, cross-disciplinary programming needs to be promoted across the campus.
- Develop new funding sources from the external community to support LAS programs, faculty, teaching, and research.



About University of Colorado Colorado Springs

UCCS College of Letters, Arts & Sciences

LAS is a community of teaching scholars whose mission is to advance an understanding of the human condition and the natural world and to communicate this understanding to the people of Colorado, and the world at large.

LAS affirms and accepts the ideal purposes and traditional goals of all great universities: the creation, interpretation, dissemination, and application of knowledge. LAS strives to maintain these goals while formulating and delivering innovative and creative programs. LAS provides collaborative programs that enrich the community, promote the creation of a vibrant and creative cultural life, strengthen and sustain a productive and responsible economic sector, facilitate the solution of community and regional problems, increase the safety, health and welfare of individuals and groups, sustain scientific and technological innovation, and enhance the understanding and practice of civic duty and responsibility.

More than half of the students at UCCS are enrolled in LAS, and over 60% of all Bachelor's degrees at UCCS are awarded to students in LAS. Students can choose from 19 majors and 53 minors in the humanities, social sciences, and natural sciences. LAS offers accelerated bachelor/master's degrees, nine master's degrees, and three Ph.D. degrees, as well as pre-medical and pre-law programs.

Within the major degree programs, LAS provides students with breadth of knowledge across many disciplines. Students acquire skills that are highly desired by employers and transferable to many different careers. These transferable skills are essential in our rapidly changing world. The College's distinguished faculty helps students develop the creative, communicative, and problem-solving acumen to be successful.

For more information about UCCS College of Letters, Arts & Sciences, please visit: <https://www.uccs.edu/las/>



About UCCS

UCCS is home to more than 12,500 driven students, more than 800 experienced faculty members, and more than 800 devoted staff members. On its awe-inspiring campus, UCCS focuses on providing an academically excellent environment to students across the United States, and representing more than 80 nations. The training and experience students gain at UCCS provides an incredible service to the community of Colorado Springs and the greater southern Colorado region as a whole, with UCCS contributing about \$600 million each year in economic impact in El Paso County alone.

Mission

The Colorado Springs campus of the University of Colorado shall be a comprehensive baccalaureate and specialized graduate research university with selective admission standards. The Colorado Springs campus shall offer liberal arts and sciences, business, engineering, health sciences, and teacher preparation undergraduate degree programs, and a selected number of master's and doctoral degree programs.



Vision

UCCS, a premier comprehensive undergraduate and specialized graduate research university, provides students with academically rigorous and life-enriching experiences in a vibrant university community. UCCS advances knowledge, integrates student learning with the spirit of discovery, and broadens access to higher education for the benefit of southern Colorado, the state, nation, and world.

The UCCS Core Values

Student Focus

UCCS never forgets the centrality of students to its mission and vision. The University considers students and student outcomes in all its decisions. UCCS provides a supportive environment in order to create lasting and significant educational experiences for every student.

Integration

UCCS values the integration of teaching with research and creative work. Scholarship enriches teaching and teaching enriches scholarship. The University sees these activities as interdependent, allowing for synergies that benefit students, faculty, and all members of the university community.

Innovation

UCCS is a catalyst for economic, social, and cultural changes in communities it serves. With innovative skills and entrepreneurial spirit, UCCS community members are creative problem solvers in the classroom and bring transformative new ideas to research, integrative technology, cross-disciplinary programming, creative expression and cultural life.

Collaboration

Collaboration and teamwork is absolutely necessary for success in today's world. UCCS models collaboration in its research, teaching, and campus operations. UCCS actively seeks opportunities to collaborate, build partnerships, and engage with external organizations.

Inclusive Diversity

Inclusive diversity is foundational to the teaching and scholarship that prepares students, faculty, staff, and community members for both local and global multicultural realities. UCCS provides an open, safe, and supportive campus environment based on mutual respect, engagement, and learning for everyone including those from the full spectrum of backgrounds, social identities, abilities, cultures, perspectives, and university roles.

Dynamic Responsible Growth

UCCS values dynamic growth while continuing to be financially responsible, academically sound, and environmentally sustainable. UCCS meets the future with energy, enthusiasm, and a commitment to retaining a close, interconnected campus community.

Integrity

Integrity and ethical behavior from each member of the campus community in all interactions are paramount. UCCS is an environment where people treat each other with respect and appreciate each other's contributions.

For more about UCCS, please visit:

<https://www.uccs.edu/ir/data/quick-facts>



The Position

Duties & Responsibilities

The Dean provides leadership to the College of Letters, Arts & Sciences and in collaboration with the faculty:

- Establishes a shared vision that is consistent with the mission and goals of the students, faculty, staff, College, Campus, and University System.
- Advances the role of a liberal arts and sciences college by understanding the needs, missions, and cultures across all LAS departments.
- Promotes the role of liberal arts and sciences education across the campus by building relationships and academic opportunities across UCCS Colleges.
- Recognizes the importance of students to the College mission and leads faculty and administrative staff in creating a climate that is supportive of all students.
- Collaborates with chairs and program directors to initiate and implement strategic plans to build strong undergraduate and graduate programs as well as collaborative initiatives that address both regional and national needs with an emphasis on becoming more competitive and innovative than regional and peer institutions.
- Supports a strong research and creative works program that advances the disciplines across LAS with the goal of achieving meaningful impact on a regional, national and international level, congruent with the research mission of an R2 university campus.
- Supports a robust teaching environment by identifying and implementing pedagogical support systems, enhancing the student focused culture unique to UCCS and meeting the expectations of students, community, and external constituents.
- Supports a robust administration and staff system for an efficient and well-run college.

- Builds and enhances a culture of diversity and inclusiveness across the college in academics, administration, campus and greater community.
- Identifies, communicates and publicizes excellence and achievements across the college in teaching, research/creative works, and service.
- Plans and coordinates academic program reviews to encourage program improvement and to acquire and maintain accreditation where appropriate.
- Supports the professional development of all faculty and staff.

The Dean exercises effective administrative and management skills in the College of Letters, Arts & Sciences:

- Uses excellent communication and interpersonal skills to articulate the College's vision, mission, and goals to the University, the CU system, and external constituents.
- Establishes and upholds policies and procedures for shared College governance and collegial decision-making, in conjunction with faculty leadership.
- Promotes and embodies a culture of transparency in decision-making and management in the management and execution of all fiscal policies, processes, procedures.
- Makes decisions in a clear, timely, and professional manner in accord with the principles of shared governance.
- Work equitably with faculty, staff, and students.
- Supervises faculty and staff, providing oversight on faculty workload with input from department chairs, and ensuring equitable policies and procedures for



reappointment, promotion, tenure, and annual merit review.

The Dean is responsible for development activities in the College of Letters, Arts & Sciences,

External

- Fosters community, industry, and government outreach, and developing partnerships that support College programs and provide external resource enhancement.
- Expands the research and creative works infrastructure to assist the faculty in seeking sponsored program opportunities, especially in fields that typically have few options for externally funded research opportunities.
- Cultivates alumni relationships and works collaboratively with advancement staff to help cultivate prospective donors.

Internal

- Works with upper administration in obtaining resources, support, and funding to sustain outstanding undergraduate and graduate programs.
- Works with the campus to ensure adequate facility, technology and resource needs are met across LAS departments and programs.
- Partners with the University Development Office to secure funding for scholarships, faculty support, capital development, equipment and resources across LAS departments and programs, and other college needs.



The Candidate

Minimum Qualifications

- Terminal degree in a field represented within the College.
- Rank of Professor by virtue of an outstanding record in both research and teaching.
- Demonstrated academic leadership and a history of obtaining and managing finances.

Preferred Qualifications

- Proven leader in education and research with an established record in supporting and building positive relationships with faculty, administration, and the rest of campus.
- Proven leader in promoting research and creative works, and in advocating for high quality graduate and undergraduate education.
- Ability to manage a large budget, develop successful policies, and efficiently promote the values and initiatives of LAS to leadership and the outside community.
- Demonstrated success in fundraising will be viewed favorably.
- Transparent communicator committed to inclusion and diversity.



How to Apply

For fullest consideration, applicant materials should be received by August 23rd, 2019. In order to apply, please submit a comprehensive CV along with a cover letter which sets out your interest in the role and encapsulates the aspects of your experience relevant to the required criteria. Please include the names and addresses of five references. References will not be approached until the final stages and not without prior permission from candidates.

The preferred method of application is by email at: uccs_deanlas@odgersberndtson.com

Contact Details

For a conversation in confidence, please contact:

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About Odgers Berndtson



Odgers Berndtson Executive Search is a leading global executive search firm, assisting private and public sector organizations find the highest caliber people for senior management appointments across North America and internationally.

Our reputation at the top of the executive search profession is over 50 years old. With offices in over 60 cities worldwide, our experienced executive search specialists operate with absolute discretion, integrity and care, and are expert in finding exceptional individuals for challenging roles.

WE ARE GLOBAL

We have the support of an excellent international network of offices on the ground.

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