

## Position and Candidate Specification



University of Rochester

### Dean, School of Arts and Sciences

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Founded in 1850, the University of Rochester (UR) is one of the nation's leading private research universities and is the cultural, artistic, research, healthcare, and educational leader for the region. The University is a member of the prestigious Association of American Universities; is a founding member of the Consortium of Financing Higher Education (COFHE), a group of the 35 leading private colleges and universities in the United States; and is regularly ranked as one of the top 40 national universities by *U.S. News & World Report*. The University is home to nearly 12,000 students and 3,900 full- and part-time faculty who serve teaching, research, and clinical missions in seven schools, as well as the University's renowned medical center. The faculty currently includes 17 members of the National Academies, and the University boasts 13 Nobel laureates among its alumni and faculty.

The University also operates nationally and internationally recognized resources, including the Memorial Art Gallery, one of the few university-affiliated art museums in the country that also serves as the local community's civic art museum, and the Laboratory for Laser Energetics (LLE), the world's largest university-based national laboratory. The LLE is a unique national resource for research and education in science and technology and is recognized for groundbreaking work in fusion, high energy density science, laser science, and laboratory astrophysics.

The University of Rochester's mission, "Learn, Discover, Heal, Create—and Make the World Ever Better," is reflected in its Latin motto, *Meliora* ("ever better"). *Meliora* is also embodied in the University's values: *Meliora*, Equity, Leadership, Integrity, Openness, Respect, and Accountability.

The University of Rochester is the sixth largest private employer in New York state. Overall, the University and its affiliates employ more than 32,000 people. As the largest private employer in Rochester, UR has a profound impact on the region's cultural, social, educational, clinical, and economic strength.

Academic and research programs are delivered through eight units:

- School of Arts and Sciences
- Eastman School of Music
- Hajim School of Engineering and Applied Sciences
- Simon Business School
- School of Medicine and Dentistry
- School of Nursing
- Warner School of Education
- Laboratory for Laser Energetics

These programs are offered within multiple locations: the River Campus, which houses Arts and Sciences, Engineering, the Simon Business School, and the Warner School of Education; the Medical Center, which is next to the River Campus and houses the School of Medicine and Dentistry, the Eastman Institute for Oral Health, and the School of Nursing; South Campus, the location of the Laboratory for Laser Energetics; and downtown Rochester, home to the Eastman School of Music.

## The School of Arts and Sciences

Combining breadth and depth—that’s the hallmark of the School of Arts and Sciences (SAS). With 19 departments, more than a dozen programs, and numerous centers and institutes, Arts and Sciences is the largest school on the River Campus and the heart of the University.

The School hosts major centers and institutes, including the Democracy Center; Humanities Center; Institute for the Performing Arts; Center for Visual Studies (CVS); Mount Hope Family Center; Wallis Institute of Political Economy; Rochester Center for Brain Imaging; Frederick Douglass Institute for African and African-American Studies; and the Susan B. Anthony Institute for Gender, Sexuality, and Women’s Studies. The School’s research expenditures last year totaled \$55 million.

The School of Arts and Sciences currently has 263 tenured and tenure-track faculty, 4,288 undergraduate students, and 782 graduate students. The School has over 200 staff members. The Office of Research and Office of Graduate Education and Postdoctoral Affairs jointly support SAS and the Hajim School of Engineering and Applied Sciences. Historically, the School was organizationally combined with the Hajim School of Engineering and Applied Sciences in a larger College of Arts, Sciences, and Engineering. In 2023, the University began restructuring the combined College into two constituent units, and the School of Arts and Sciences and Hajim School are now autonomous, allowing better disciplinary focus and strengthened interdisciplinary relationships across the University.

For more information, please visit <https://www.rochester.edu/>.

The University of Rochester seeks an experienced, innovative, and strategic leader to serve as Dean of the School of Arts and Sciences. Reporting to the Provost, the Dean is the chief academic and administrative officer for the School and will inspire the faculty, students, and staff to enhance the School's global eminence as a scholarly and creative force and an exceptional teaching institution. As the University launches a capital campaign, the Dean will be a primary spokesperson for the School and the University, actively securing resources to support the ambitious goals of the School, including the Natural Sciences Expansion and Transformative Materials and Technologies building, a joint venture with the Hajim School of Engineering and Applied Sciences. The Dean will continue to advance and leverage opportunities emanating from the outstanding research and education undertaken in the School and partner with University leadership to identify SAS-specific needs within the context of "One University" as outlined in *Boundless Possibility*, the University strategic plan. The successful candidate will champion community, engage external stakeholders, and foster collaborations to enhance teaching and research excellence.

## KEY RELATIONSHIPS

<b>Reports to</b>	Provost, University of Rochester
<b>Direct reports</b>	Associate Dean, Strategy and Innovation Associate Dean, Faculty Affairs Assistant Dean, Academic Planning Assistant Dean, Finance
<b>Other key relationships</b>	President, University of Rochester Academic Deans and Senior University Leaders

## KEY PRIORITIES

- Serve as the chief academic officer and administrative leader of the School, leading the faculty with intellectual vision and effectively managing all aspects of the School's operations.
- Promote collaboration across schools and other academic units of the University of Rochester in support of "One University."
- Strengthen capital resources for the School and integrate hands-on learning with world-class research and scholarship.
- Leverage the current political and funding landscape to recruit top-notch scholars and improve retention and graduation rates.
- Partner with the University's advancement team to develop and execute a strategy to pursue the School's fundraising goals and build a culture of philanthropy.
- Enhance community engagement and visibility as a research-forward institution that supports cutting-edge scholarship in the arts, humanities, social sciences, and sciences.
- Lead planning for new physical spaces, especially the Natural Sciences Expansion/Transformative Technologies and Materials building, while updating existing infrastructure to support faculty and students.
- Navigate the uncertain higher education funding landscape.

- Manage resource constraints and ensure adequate support for faculty, staff, and students, including addressing issues related to classroom space and faculty offices.
- Improve staff retention and job satisfaction; nurture a culture of trust and transparency.
- Support community-building and maintain a commitment to Meliora values.

## **IDEAL EXPERIENCE**

Qualified candidates will have many of the following experiences and qualities:

- Distinction as a scholar, researcher, and educator with a record appropriate for a position as full professor at the University of Rochester.
- Strong management, planning, and financial skills, particularly through periods of change; an astute understanding of university finances and the relationships between academic priorities, budgeting, and fundraising.
- A strong research leadership background, with experience in securing federal or external funding, managing research budgets, and mentoring cohorts of early- and mid-career scholars.
- A deep track record that demonstrates a commitment to cultivating a community of belonging where all students, faculty, and staff can thrive.
- A record of leading the successful recruitment, mentorship, and retention of extraordinary faculty and staff.
- Success as a fundraiser or evidence of the raw skills to be successful.

## **CRITICAL LEADERSHIP CAPABILITIES**

### **Strategic Vision**

Continue to lead committed and broad constituencies to ever-higher levels of achievement and contribute to the University's overall excellence by:

- Developing a clear vision for the future of SAS that includes interdisciplinary collaboration and is adaptive to the evolving higher education landscape.
- Translating broad strategies into clear, specific objectives and plans, gaining the buy-in of key institutional stakeholders.
- Understanding the challenges and opportunities facing each of the departments and programs that comprise SAS, appropriately balancing resources and attention across the School.
- Navigating current political and financial challenges while maintaining a focus on academic excellence and the University's core values.

### **Inclusive Leadership**

In an institution that values shared governance and community, the Dean will build consensus and support for strategic priorities and initiatives by:

- Serving as an intellectual leader among the faculty and displaying the highest aspirations in developing and fulfilling the School's educational and research missions.
- Consistently modelling a deep personal and professional commitment to advancing community initiatives and goals through visible and proactive leadership.
- Collaborating with faculty, staff, Deans, the President, the Provost, and other colleagues across the University, as well as community advocates and external partners in promoting the School's priorities.

## Institutional Representation

As the School's key spokesperson and chief evangelist, the Dean must build relationships with a range of University and external constituencies by:

- Serving as a committed University citizen and willing collaborator with fellow faculty, Deans, the Provost, and the President in promoting the University's educational and research missions.
- Embracing the opportunity to serve as a key spokesperson and primary fundraiser for the upcoming campaign.
- Continuing to gain understanding of SAS's identity, shaping and developing the brand as the identity continues to evolve and solidify.
- Advocating effectively for SAS within the University and externally, understanding the unique needs of different departments and disciplines.

## SEARCH PROCESS

The base salary range for this position is \$485,000 to \$580,000, with final determination of compensation made after consideration of qualifications and experience.

The University of Rochester is being assisted in this process by Spencer Stuart and welcomes nominations or expressions of interest. If you wish to submit your own application materials or nominate someone to serve as the next Dean, please send an email message with supporting materials to: [RochesterSAS@SpencerStuart.com](mailto:RochesterSAS@SpencerStuart.com).

The University of Rochester is committed to fostering, cultivating, and preserving an inclusive and welcoming culture to advance the University's Mission to Learn, Discover, Heal, Create—and Make the World Ever Better. In support of our values and those of our society, the University is committed to not discriminating on the basis of age, color, disability, ethnicity, gender identity or expression, genetic information, marital status, military/veteran status, national origin, race, religion, creed, sex, sexual orientation, citizenship status, or any other characteristic protected by federal, state, or local law (Protected Characteristics). This commitment extends to non-discrimination in the administration of our policies, admissions, employment, access, and recruitment of candidates, for all persons consistent with our values and based on applicable law.