



DEAN, COLLEGE OF ARTS AND SCIENCES

Stetson University
DeLand, Florida

Our mission at Stetson University is to provide an excellent education in a creative community where learning and values meet, and to foster in students the qualities of mind and heart that will prepare them to reach their full potential as informed citizens of local communities and the world.





THE SEARCH

Stetson University seeks an enthusiastic and collaborative leader as its next Dean of the College of Arts and Sciences (herein "the College"). Stetson, an institution rooted in relationship-rich education, is one of the top regional comprehensive institutions in the nation and is on a path to greater achievement and distinctiveness as a student-centered, innovative institution. Stetson has made strategic investments in academics and student success to further establish the university as an influential force in educating future leaders. The dean will join a leadership team that is defining a bold new chapter for the institution, and the College will be critical in this effort. The dean will harness the disciplinary diversity of the College to establish a vision for its future direction and will advocate for the vital role of liberal arts and sciences in modern higher education.

Located in the heart of Central Florida, Stetson University was founded in 1883 by New York businessman Henry A. DeLand, and later named for John B. Stetson, the nationally known hat manufacturer from Philadelphia who gave generously to advance the academic excellence of the institution. Stetson University enrolls 2,339 undergraduates and 1,331 graduate and professional students in its four colleges and schools: the College of Arts and Sciences, College of Law, School of Business Administration, and the School of Music across its three Florida campuses. Additionally, the University maintains a rich array of university centers and institutes. Stetson emphasizes the importance of an education grounded in liberal learning, with practical experiences infused in its programs, culture, and community. The College is a core

part of the university, with nearly 1,700 students and approximately 160 full-time faculty across 19 academic departments and several interdisciplinary programs. As the leader of the largest academic unit, the dean will have a unique opportunity to lead a broad and comprehensive organization, provide intellectual leadership to dedicated faculty and staff, and develop innovative strategies for academic programs and student engagement.

The dean will be visible and engaged in the university community and will possess a dynamic leadership style that inspires faculty, students, staff, and alumni to collaborate in the development of a shared vision for the future. Stetson seeks an accomplished scholar and administrator with a track record of success in academic administration and an understanding of and a commitment to inclusive leadership and the value of liberal arts education.

Stetson University has retained Isaacson, Miller, a national executive search firm, to assist in this recruitment. All applications, inquiries, and nominations, which will remain confidential, should be directed to the search firm as indicated at the end of this document.

ABOUT STETSON UNIVERSITY

The first private institution in Florida, Stetson University embraces a student population of 3,670, with 2,339 undergraduates and 1,331 graduate and professional students hailing from 46 states, 56 countries, and 3 territories, enrolled in its four major academic units: the College of Arts & Sciences; the College of Law; the School of Music; and the School of Business Administration. The DeLand, Florida, campus houses the College of Arts and Sciences, the School of Music, and the School of Business Administration. The College of Law is located in Gulfport, Florida, with a satellite campus in Tampa. Stetson boasts over 44,000 alumni worldwide. Stetson is an independent, private university, controlled by a Board of Trustees. Leadership at Stetson University is notably provided by its president, Christopher Roellke, Ph.D., and its provost and vice president of academic affairs, Elizabeth Skomp, Ph.D.

At Stetson, the art of teaching is practiced through programs solidly grounded in a tradition of liberal learning that stimulates critical thinking, imaginative inquiry, creative expression, and lively intellectual debate. The art of learning is enhanced through small interactive classes, close student-faculty alliances, and collaborative approaches that provide the foundation for rewarding careers and advanced study in selective graduate and professional programs. Stetson values the development of the whole person committed to engaging and building lifelong connections with the larger world through Personal Growth, Intellectual Development, and Global Citizenship.

Stetson University is ranked #4 in the South by US News & World Report as a top-tier regional comprehensive university with a long-standing commitment to undergraduate education, outstanding professional graduate programs, and diversity and inclusion, and has been named a 2024 College of Distinction. The Princeton Review has named Stetson a 2024 best undergraduate institution in the nation and Southeast for the ninth consecutive year. Stetson was listed as a



Green College for the seventh time and has been ranked by US News & World Report as a top-10 institution in the South for best value, and one of the best institutions in undergraduate teaching. MONEY magazine has cited Stetson as one of the "Best Colleges for Your Money." The university's DeLand campus has also been included among Country Living's "25 of the Most Beautiful College Campuses in the South." The Stetson University Campus Historic District in DeLand is listed in the National Register of Historic Places for its statewide significance.

66% of Stetson's undergraduate enrollment comes from Florida; 25% from out-of-state; and 9% are international students. Across its various locations, the university employs approximately 265 full-time faculty. The university's operating budget is \$162 million, and it has an endowment of over \$350 million. The University raised a record \$65 million in fiscal year 2023, with approximately 75% of the fund being earmarked for scholarships and the remainder supporting academic programs and other areas.

The dean of the College of Arts and Sciences has a unique opportunity to capitalize on past successes, partner with Stetson's other schools, colleges, and programs, and build on its active role and prominence in the region. Through a focus on five core themes: Student-Centered Success and Wellness; Lifelong Relationships and Connections; Comprehensive Sustainability; People, Culture & Inclusive Excellence; and Experiential, Contemporary & Integrative Learning, Stetson's strategic plan seeks to move the University from Florida Gem to National Treasure.



University Vision

Led by President Christopher Roellke and Provost Elizabeth Skomp, Stetson's vision is to build on its core values and tradition of academic challenge and professionalism to take "Success to Significance" to a new level. Stetson University seeks to prepare and inspire high-achieving students to be difference-makers, to excel as ethical professionals and responsible citizens, to demonstrate leadership as engaged global citizens, and to tackle complex challenges whose solutions will bring about tangible change. Stetson works to develop sustainable solutions that create a more just and healthy society. To that end, the

University fosters policies, practices, and modes of inquiry to support and explore these values-based areas: Personal Growth, Intellectual Development, and Global Citizenship.

University Community

Stetson University aspires to "Be a Diverse Community of Inclusive Excellence" with a commitment to diversity that extends throughout the educational programs and creates an inclusive environment that encourages open, honest discourse on a broad array of topics. Stetson University is a deeply intertwined community where members genuinely care for each other and develop strong personal bonds. University leadership has emphasized that every member of the community is responsible for valuing all voices, classes, backgrounds, and other identities, and thoughts in the work of the university. The university has established structures for discussing systems, policies, or activities that hamper the goals of a diverse, inclusive community. The dean will play a leadership role in ensuring the College holds true to these values.



Commitment

Stetson University is an Equal Opportunity Employer that affirms cultural diversity and inclusion as a core value of academic excellence. The university is committed to achieving equal access in education, employment, and participation through the recruitment and retention of outstanding faculty, staff, and students from diverse backgrounds, and to meaningful academic and intellectual transformation in curriculum, research, and service. It is dedicated to actions and policies that foster a community in which individuals with various identities, cultures, backgrounds, and viewpoints work together to create opportunities for engagement through rewarding and fulfilling careers and personal experiences in a culturally and racially diverse society and an increasingly globalized world.

About DeLand, Florida

The City of DeLand is a thriving, diverse, welcoming college town with exciting and unique retail shops, award-winning eateries, a vibrant arts community, and a broad collection of live music venues. Recognized as one of the top small towns in America by Parade Magazine and CNN, DeLand is the ideal college town: less than an hour's drive from amazing beaches and the excitement of Orlando, not to mention the incredible Florida weather enjoyed year-round.

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Centrally located, DeLand offers access to beaches along the east coast like Daytona Beach and New Smyrna Beach, and hosts a train station that is part of the greater Auto Train route. One hour north is the nation's oldest city, St. Augustine. Approximately one hour south of DeLand are Disney World® and Universal Studios®. Central Florida offers myriad state parks, camping, picnicking, swimming, scuba diving, canoeing and other outdoor activities at places like the Canaveral National Seashore, Hontoon Island State Park, Blue Spring State Park, DeLeon Springs State Park, and Lake Woodruff National Wildlife Refuge. DeLand is located 80 miles from Cape Canaveral and Kennedy Space Center, the central features of Florida's "Space Coast".



THE COLLEGE OF ARTS AND SCIENCES

The College of Arts and Sciences has four main divisions: the humanities, natural sciences, social sciences, and education. It offers 38 undergraduate majors (degrees: 21 BA/17 BS). The College of Arts and Sciences also offers seven graduate degrees, including a Master of Fine Arts degree in Creative Writing, a Master of Education degree in Educational Leadership or Exceptional Student Education, and an Educational Specialist Degree in Curriculum and Instruction, as well as the Master of Science degrees in Higher Education Administration and Supervision, Clinical Mental Health Counseling, Marriage, Couple, and Family Counseling, and Counselor Education with Advanced Studies. The College is the primary provider of the core curriculum of the university with its faculty teaching a considerable percentage of the general education courses. Given the high proportion of courses and credit hours in every undergraduate program that is taken within the College, the dean plays a major role in leading the undergraduate general education curriculum for the DeLand campus.

The College's diverse program offerings develop students' critical thinking skills, problem-solving, oral, and written communication, collaboration, and cultural competency. Major centers and institutes within the College include the Nina B. Hollis Institute for Educational Reform, the Center for Public Opinion Research, and the Center for Optimal Health Across the Lifespan. Stetson's academic programs are shaped by the values of social justice and civic responsibility. From the Poverty and Homelessness Conference to the Certificate for Community Engagement, courses, programs of study, and additional educational opportunities promote engaged learning, whereby students create connections between the classroom or lab and the local, regional, and global community. Every major requires a senior research project, allowing students the opportunity to design and carry out independent research under faculty mentorship. Student research is supported in numerous ways, including the Dean's Fund, which supports competitive awards given as part of the Stetson Undergraduate Research Experience (SURE), and Stetson Showcase, which gives students the

QUICK FACTS

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MAIN DIVISIONS

The Humanities
Natural Sciences
Social Sciences
Education

38

UNDERGRADUATE MAJORS

21

BACHELOR OF ARTS

17

BACHELOR OF SCIENCE

opportunity to discuss and share their academic work with the larger community. A growing number of students in the sciences have received nationally competitive NSF-sponsored Research Experience for Undergraduates summer fellowships.

Education in the College of Arts and Sciences is grounded in relationships, the greatest strength of which is its faculty, true teacher-scholar citizens who engage students as they pursue an education that opens the world and challenges them to make a difference in it. The next dean will have a tremendous opportunity to develop recently hired faculty, and in recruiting and hiring a new generation of faculty, powerfully shape the intellectual and student-centered culture of the College. With a student-faculty ratio of 11-to-1, Stetson's small classes provide daily opportunities for students to work closely with faculty members. Faculty have a strong commitment to teaching and over time build a strong and lasting connection with students. They advise, lead field trips and study abroad programs, supervise student research, and share their own research with students. The relationships built at Stetson University often continue far beyond the years students spend on campus.

Beyond their exemplary work as engaged and active teachers, faculty members in the College are also distinguished in their respective fields as active researchers and scholars, publishing in top academic journals and making other scholarly contributions. Many are graduates of premier graduate programs in the nation who have chosen to make Stetson University their academic home because of their commitment and passion for undergraduate education rooted in liberal learning. College faculty secured more than \$470,000 in external research grants in academic year 2022-23 and more than \$1,500,000 in external research grants in the first quarter of academic year 2023-2024 with sources of funding including, but not limited to: National Science Foundation (NSF), John Templeton Foundation, Jessie Ball duPont Fund, East Central Florida Regional Planning Council, Archbold Expeditions, Sarah W. George Charitable Trust, National Parks Services via the Atlantic Center for the Arts, Florida State Division of Arts and Culture, and the Alfred P. Sloan Foundation.

More information about the College of Arts and Sciences can be found [here](#).



THE ROLE OF THE DEAN

The dean is the chief academic and administrative officer of the College. They report to Provost and Vice President of Academic Affairs Elizabeth Skomp, and work with other deans from the colleges, schools, and library to contribute to decisions affecting Stetson University. As a university leader, the dean must actively seek to connect and improve university outcomes on broad initiatives such as interdisciplinary learning, diversity and inclusion, retention, and strategic planning. Within the College, the dean is responsible for strategic planning and budgets, leading faculty through curricular evolution and program development, hiring exceptional faculty and staff, engaging in development and outreach activities, and building a climate of excellence between the college, the other academic and non-academic units, and across the university.

Current direct reports to the dean include all department chairs, two associate deans, an assistant dean, an executive assistant who leads the Dean's office staff team, two museum directors and an assistant director of graduate studies. Additionally, the dean works with key staff in Stetson University's office of Development and Alumni Engagement, Facilities Management, Campus Life and Student Success, Finance and Risk Management, Human Resources, Information Technology, and Marketing to advance the College of Arts and Sciences.

The dean also works closely and collaboratively with the College of Arts and Sciences Advisory Board. The advisory board is made up of the university's distinguished alumni and trustees who have been eager and critical in providing outside advice and support for the various initiatives and programs at the College. Members of the board have worked with faculty to connect students with internships; provided advice on grant applications; and worked with students on their projects and activities. These are only a few of the important roles played by advisory board members, and the dean should continue to find ways to leverage this distinguished and committed group.



LEADERSHIP OPPORTUNITIES AND CHALLENGES

The next dean will collaborate closely with College faculty, staff, students, and other university leaders and will be expected to provide leadership in addressing the following opportunities and challenges:

Lead and communicate a strategic vision aligned with Stetson's strategic goals

The College of Arts and Sciences comprises the most diverse set of academic programs at the university and seeks a dean who can appreciate its intellectual diversity, strengthen a sense of common purpose among students, faculty, and staff, and galvanize them toward a shared and compelling vision for the College that aligns with the university's goals and strategic plan. The dean will enhance and implement a strategic plan for the college within the framework of a shared governance system, working with faculty, staff, and students to interpret and execute a strategy for the College both as a unit and as a more fully aligned element in Stetson's broader strategic vision of building innovation and distinctiveness, and a national reputation for academic excellence.

As a collaborative member of the university leadership team, the dean must embrace Stetson's vision of preparing students for productive professional lives and engaged citizenry, serve as an articulate advocate for the role of liberal learning in that endeavor, and be a passionate spokesperson for the importance and relevance of a liberal arts and sciences education. The new dean must, therefore, lead the college in refining and implementing its long-term strategy for undergraduate and graduate programs, build consensus toward critical choices that define its academic strengths, provide opportunities for increased student engagement and meaningful experiential learning, and exercise leadership in assessing and allocating resources toward that vision.

Lead and develop a committed faculty of teacher-scholars

The faculty are a defining strength of the College and the Stetson experience. As talented scholars, faculty also strongly value and seek research opportunities that complement and enhance their teaching. The dean will provide intellectual and academic leadership to the faculty in matters related to curriculum, research, and faculty development. The dean must work with department chairs to ensure their own professional development and also to define and implement programs to engage, mentor, develop, and retain faculty at all career stages.

Develop and grow interdisciplinary collaborations, centers, and programs within the context of a liberal arts and sciences tradition

Given the current trends and competition in higher education, the next dean will need to balance a passion for and commitment to interconnected undergraduate arts and sciences education with the need to increase enrollment in and across the College's programs. Each program has marketing and academic development possibilities, and the next dean will have a strategic opportunity to partner with university leaders and faculty to grow programs in both revenue and academic reputation. The next dean will also encourage and support interdisciplinary collaboration among faculty within the College and across the university.

Address the need for increasing diversity and inclusion

In the face of historical national and regional challenges, the university remains steadfast in its commitment to diversity, and engaged in partnerships to achieve greater representation among students, faculty, and staff. The dean will exercise critical leadership in efforts to recruit, develop, support, and retain faculty, staff, and an undergraduate and graduate student body that more accurately reflects the diversity of the community in which the university is embedded. In alignment with the institutional values and mission, the dean will demonstrate, advocate for, and support an equitable and inclusive environment for all.

Generate resources to support the College

Stetson has experienced record success in fundraising, and it is imperative that the dean bring energy and vision to fundraising for the College. The dean will work closely with College and university stakeholders to develop compelling and effective opportunities to attract philanthropic support. They will work with faculty to define the excellence and opportunities of degrees and programs more clearly, and connect with alumni, donors, arts leaders, policymakers, and other external audiences to tell the persuasive story of these successes and aspirations. The dean must also develop and expand partnerships among key external constituencies and identify opportunities to increase the college's visibility and impact in Central Florida, as well as nationally and internationally.

Have a deep and nuanced understanding of teaching trends and student needs in 21st century higher education

How the current generation of students consumes and processes knowledge is, in many ways, markedly different from previous generations. With the ubiquity of the internet, AI, mobile devices, and the vast increase in diverse sources of information, current students are in a rich but fragmented and fast-moving knowledge ecosystem. To continue the mission of nurturing critical thinkers and problem solvers, college educators must approach their teaching with innovative new pedagogies given this challenging and changing environment. The next dean of the College must bring a sophisticated knowledge and understanding of the current teaching and student needs landscape, successful innovations at other institutions, and current and future AI implications in education—and thoughtfully apply those lessons to the Stetson University context.



PREFERRED QUALIFICATIONS AND CHARACTERISTICS

Stetson University seeks a dean with strategic leadership ability; outstanding interpersonal, negotiation, and communication skills; high energy; and a passion for liberal arts and sciences education. They will be a collaborator who is eager to work effectively with a broad range of constituents, including senior leadership, faculty, students, and staff. A terminal degree in a field related to one of the disciplines within the College from an accredited institution, and academic credentials consistent with the rank of full professor as demonstrated by a distinguished record of teaching, scholarly publications, and creative accomplishments that exhibit a commitment to academic excellence is required.

Candidates will demonstrate the following qualifications:

- » A record of academic leadership, including administrative experiences commensurate to the department chair level or higher
- » A commitment to shared governance, transparency in management, and data-driven decision-making
- » Experience in faculty development and a proven track record for leadership in implementing academic policies, programs, interdisciplinary collaborations, and scholarly activities
- » A record of successfully managing financial resources
- » A demonstrated commitment to the teacher-scholar model and engaged learning approaches
- » An enthusiasm and talent for fundraising
- » Vision for strategic planning and effective program assessment

Candidates will embody the following personal characteristics:

- » A relationship-rich, student-centered approach to education
- » A collaborative and transparent leadership style
- » An ability to work effectively and efficiently with administration, faculty, staff, students, and other constituent groups
- » Demonstrated ability to successfully navigate the academic and logistical complexities of a multi-disciplinary college of liberal arts and sciences
- » The ability to facilitate, delegate, and build consensus
- » Outstanding oral and written communication skills, and excellent interpersonal skills

Candidates will embrace the following core values of the College and the university:

- » Excellence in teaching, scholarship, and service to the university and community, with the desire to serve as a champion for academic freedom
- » Educating a racially, culturally, generationally, and economically diverse student body
- » Recruiting and supporting a diverse faculty, staff, and administration
- » Respect for all people, regardless of difference, and the courage to serve as an advocate and ally for all community members
- » A commitment to engaged university life and fostering a deeply intertwined and caring campus community

PROCEDURE FOR CANDIDACY

Inquiries, nominations, referrals, and applications that include CVs with letters of interest should be sent via the Isaacson, Miller website for the search. Electronic submission of materials is strongly encouraged.

For timely and comprehensive consideration, applicant materials should be received no later than **January 12, 2024**. Application reviews will begin immediately and continue until the completion of the search process.

Pam Pezzoli, Partner
Debbie Scheibler, Senior Associate
Melissa Barravecchio, Search Coordinator
Isaacson, Miller

To apply, please visit www.stetson.edu/CAS-Dean

Electronic submission is strongly encouraged.

Stetson University is an Equal Opportunity Employer that affirms cultural diversity and inclusion as a core value of academic excellence at Stetson University. We are committed to achieving equal access in education, employment, and participation through the recruitment and retention of outstanding faculty, staff, and students from diverse backgrounds, and to meaningful academic and intellectual transformation in curriculum, research and service. We are dedicated to actions and policies that foster a community in which individuals with various identities, cultures, backgrounds, and viewpoints work together to create opportunities for engagement through rewarding and fulfilling careers and personal experiences in a culturally and racially diverse society and a globalized world. We strongly encourage members of historically under-represented and economically disadvantaged groups and women to apply for employment. Stetson University is an EEO, ADA, ADEA, and GINA employer.



COLLEGE OF ARTS AND SCIENCES SUMMARY INFORMATION

Stetson by the Numbers

- » Tuition (2023-24) for full-time students: \$54,820
- » University endowment of approximately \$350M and operating budget of \$162M
- » 2,339 undergraduates and 1,331 graduate and professional students
- » 68% of undergraduate enrollment comes from Florida; 23% from out-of-state; and 9% are international
- » 678 full time faculty and staff; 117 part-time faculty and staff on DeLand campus
- » 11:1 student/faculty ratio overall
- » 436 student-athletes (56% male, 44% female) within 18 division 1 teams and 1 cheer program

College of Arts and Sciences by the Numbers

- » 38 undergraduate majors (degrees: 21 BA/17 BS)
- » 1,700 students
- » 10:1 student/faculty ratio within the College
- » 160 full-time tenure track faculty
- » 468 UG degrees; 81 graduate and specialist degrees conferred in 2022-23

College Programs and Organizations

- » 19 academic departments across four divisions: humanities, social sciences, natural sciences, and education
- » Major Institutes and Centers: Nina B. Hollis Institute for Educational Reform; Center for Public Opinion Research; and the Center for Optimal Health Across the Lifespan

- » A growing number of strong, innovative, and interdisciplinary programs including Public Health, Public Management, Health Sciences, Environmental Studies and Sciences, Gender Studies, International Studies, Latin American Studies, American Studies, Cybersecurity, and Food Studies.
- » A strong record of mentored undergraduate research including senior research, Stetson Undergraduate Research Experience (SURE) grants and Stetson Showcase.
- » A flexible general education curriculum based on Liberal Education and America's Promise (LEAP) principles.

