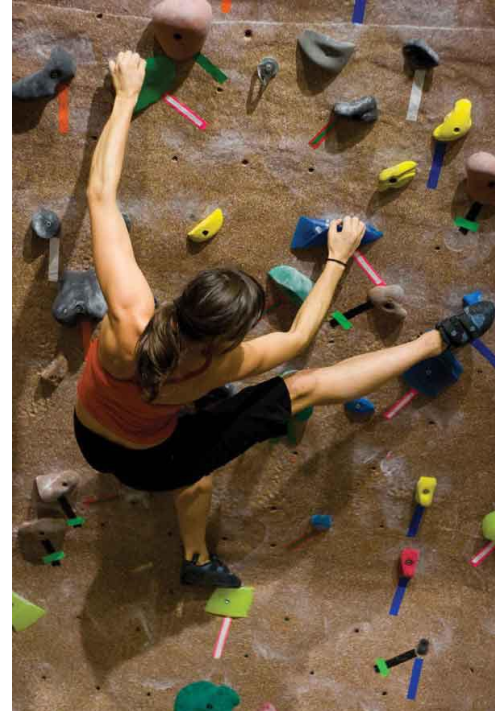




EXECUTIVE SEARCH PROFILE

DEAN, SCHOOL OF ARTS & SCIENCES



WESTMINSTER

SALT LAKE CITY • UTAH



R.H. PERRY & ASSOCIATES
SEARCH COUNSEL TO HIGHER EDUCATION



THE OPPORTUNITY

Under the next Dean of the School of Arts and Sciences, this school will become a premier western center for humanities, arts, and sciences. By aiding the development of a signature liberal education core, designing a new Center for the Arts, creating innovative professional programs, and managing growth to sustain quality, the next Dean will help Westminster College realize its liberal arts mission and transition into opportunities for the future.

THE UNIVERSITY

Westminster College was founded in 1875 as a preparatory school and in 1911 became a two-year junior college. In 1949, it was designated a private four-year liberal arts institution and is the only independent, non-profit, comprehensive liberal arts college in Utah. The College has an enrollment of more than 3,300 students and is located in beautiful Salt Lake City, Utah. The city is located at the foot of Utah's Wasatch Mountains and combines the amenities of a large metro area (population of over one million) with unparalleled year-round outdoor recreation in every direction. Sports enthusiasts can cheer for the NBA's Utah Jazz, the MLS's Real Salt Lake, ECHL's Utah Grizzlies and AAA baseball Salt Lake Bees. Art lovers will enjoy Ballet West, Utah Opera Company, the Utah Symphony, and the Mormon Tabernacle Choir. Utah has been ranked #1 on *Forbes* magazine's list of "best states for business and careers."

The campus is comprised of 28 buildings and is set on 27 groomed acres in the eclectic Sugar House neighborhood, a ten-minute drive from downtown Salt Lake City and minutes away from the Rocky Mountains. Students come from 39 states and 31 countries; the average GPA of incoming freshmen is 3.49; and the student to faculty ratio is 11:1 with the average class size of 18. The faculty body includes 160 full-time and 214 part-time professors.





THE UNIVERSITY

Carnegie lists Westminster College as a Master's/L institution. The College offers bachelor and master degrees in four schools: School of Arts and Sciences, Bill and Vieve Gore School of Business, School of Education, and School of Nursing and Health Sciences. Westminster offers a rich mix of 35 undergraduate majors and 13 graduate degrees and the Northwest Commission on Colleges and Universities (NWCCU) accredits the College. Westminster also has specialized accreditation that includes ACBSP, TEAC, CCNE, and AANA. It is a member of the New American Colleges and Universities embodying the principles of the late Ernest Boyer. The College is also a member of organizations that include NAICU, CIC, NAC&U, and CASE. In athletics, the Westminster Griffins compete in NAIA Division I basketball, volleyball, soccer, lacrosse, alpine skiing, snowboarding, cross country, track, and golf. Westminster partners with the United States Ski and Snowboard Association (USSA) to provide tuition support to Olympic athletes.

Westminster College prides itself on being an open-minded, close-knit, innovative, and welcoming campus community. Furthermore, the College promotes learning through action, participation, and experience. The College is committed to the following core values: impassioned teaching and active learning, respect for diverse people and perspectives, collaboration and teamwork, personal and social responsibility, college-wide excellence, and high ethical standards.





Musicians in Richer Commons at Westminster College

THE UNIVERSITY *(continued)*

Mission

We are a community of learners with a long and honored tradition of caring deeply about students and their education. Students are challenged to experiment with ideas, raise questions, critically examine alternatives, and make informed decisions. We encourage students to accept responsibility for their own learning, to discover and pursue their passions, and to act with responsibility.

Our purposes are to prepare students to lead lives of learning, accomplishment, and service, and to help them develop skills and attributes critical for success in a rapidly changing world. We do this by offering distinctive academic programs that emphasize theory and practice and encourage active, experiential, collaborative, and cross-disciplinary learning. We work to pursue excellence while promoting inclusiveness and respect for differences.

Over the last ten years, Westminster College has experienced growth in both quantity and quality. It has added 15 new undergraduate programs and ten new graduate programs; established seven new academic centers and institutes, each focused on an issue of societal importance and concern; created a comprehensive Five-Year Program; established five new intercollegiate athletic teams with the GPA averages of student athletes surpassing that of the general student population; surpassed scores of peer institutions on the National Survey of Student Engagement; and kept undergraduate tuition below the national average.





Class in the New Meldrum Science Center

THE UNIVERSITY (*continued*)

The College has been named as a “top tier” institution in the *U.S. News & World Report* for the last 15 years; listed among the top 15% of colleges and universities nationwide in the Princeton Review annual guide to *The 371 Best Colleges*; included for the last three years in the President’s Honor Roll for Community Service, with distinction; elected member of the New American College and Universities. In *The Chronicle of Higher Education*’s national competition, Westminster has been selected as “One of the Best Colleges to Work For” every year since 2009. Westminster College is also the Utah home for the prestigious *McNair Scholars Program*, an elite national graduate-school preparation program for first generation / low-income, and other underrepresented students.

On October 20, 2012, Westminster inaugurated Dr. Brian Levin-Stankevich as its 17th president succeeding Dr. Michael Bassis, who served successfully for ten years at the helm of the College.

BACKGROUND

The School of Arts and Sciences is the largest of the four schools enrolling 56% of the student credit hours in 2012 at Westminster College with the English, Math and Biology departments comprising the largest enrollments. The A & S School houses 24 undergraduate majors; nine minors; three graduate programs: Master’s of Science in Professional Counseling, Master’s of Professional Communication, and a newly developed low residency, project based Strategic Communications targeted for fall offering; three pre-professional programs in dentistry, law, and medicine; and four language programs. The School offers some courses on-line during the summer session.



BACKGROUND (continued)

It is currently composed of 86 faculty, which will increase to 89 with the addition three new positions for the upcoming year. Faculty carry a six course annual workload. The School has modern science facilities with the opening in fall 2010 of the LEED Platinum certified Meldrum Science Center, a four story, 60,000-square-foot facility with 14 classrooms and research laboratories. The campus also features The Emma Eccles Jones Conservatory of Music and Theatre with performance venues, rehearsal studios, and practice rooms as well as gallery space.

The School of A & S provides the core of the liberal education for the College and is committed to student learning through the integration of academics and practical experience. In support of the role that the A & S School holds within the College, President Dr. Brian Levin-Stankevich stated in his inaugural address: “At our heart, we are a small liberal arts college... That means different things to different people, but at least it means educating the whole student. It means a form of instruction and learning that borrows from the great Socratic traditions of questioning and inquiry. It means the integration of theoretical and experiential learning and a broader definition of scholarship that includes not only research but also teaching and engagement with the community.” Supporting that vision, the A & S School administers the Great Salt Lake Institute (GSLI), which allows students and faculty networks and partnerships in lake research, scholarship, education, recreation, commerce, and stewardship in addition, the Environmental Center fosters environmental awareness and engagement on the campus and local community through class projects, internships, and employment. Faculty and students also have the opportunity to participate in the Honors Program with a focus on collaborative learning in seminar-style settings, fieldwork and other experiential learning, enhanced by a unique study abroad program in conjunction with the University of Glasgow, Scotland and the Principia Consortium.

Undergraduate students of the A & S School attest to the personalized, individualized attention they receive from the faculty outside the classroom. They relish the variety of programs offered by the School, the numerous internships and research opportunities, and the feeling of community within the School and College. Over 25% of the students in the School participate in research projects. In addition, the dean and the Alumni Mentor Program are cited by students as examples of the support they receive in their educational environment and career preparation.

THE POSITION

The Dean of the School of Arts and Sciences reports to the Provost, Dr. James “Cid” Seidelman, and is responsible for providing leadership in curriculum development, educational innovation, and program improvement by means of consultation, recommendations, and formal proposals through faculty committees and the administration. She/he is one of four deans within Westminster College, which includes the Business, Education, and Nursing and Health Sciences deans. The Dean of A&S solicits and collates budget requests, develops annual budget proposals, and performs general administrative functions. She/he makes recommendations for faculty recruitment, retention, promotions, and development in addition to overseeing teaching assignments, course scheduling and release time. She/he serves as the College’s AOL for the Northwest Commission on Colleges and Universities (NWCCU).

Reporting to the dean are two part-time associate deans, one assistant dean, three administrative assistants, the Director of the Great Salt Lake Institute, Director of the First Year Experience, and the Director of Fellowships, Undergraduate Research, and the Westminster Scholars Program. The Writing Center and the Venture Program, a joint program with the Utah Humanities Council, are also the responsibility of the A & S School. The A & S School is in a transitional stage of development because of its tremendous growth over the last ten years, almost doubling student enrollment and faculty numbers.



THE POSITION (*continued*)

During the same time the institution has shifted its instructional paradigm from one that emphasizes teacher-centered lecturing to one that is committed to student-centered learning. The recently revised strategic plan also calls for the “reinvention of the liberal education core,” desiring a signature and distinctive core that prepares students for the 21st century.

For fourteen years, historian Dr. Mary Jane Chase has served successfully as the Dean of the School of Arts and Sciences. She will be returning to the History faculty in 2014/15 after a one-year sabbatical. In her own words, she designates the A & S faculty as a “great faculty to work with; they are not afraid of new, innovative things and love to pilot programs.”

CHALLENGES & OPPORTUNITIES

Major challenges/opportunities for the next Dean of the School of Arts and Sciences are

- In keeping with the College’s mission and strategic plan, to provide leadership in strengthening and reforming the liberal education core;
- To consider additional graduate programs in the liberal arts, especially professional, practitioner, and interdisciplinary degree programs;
- To direct the renovation of a newly acquired elementary school to transformed into The Center for the Arts. The estimated \$20 million renovation will require substantial fundraising. The Center will support the development of student artists across disciplines, as well as foster collaborative projects that involve professional arts organizations, community-based arts organizations, K-12 schools, hospitals, senior citizen centers, etc.;
- To foster the E-portfolio Project’s initiative to document student progress toward College-wide learning goals and ensure that Westminster students have the skills they need to succeed after graduation;
- To support and sustain a single school of the arts and sciences comprised of innovative faculty with diverse disciplines, interests, and needs;
- To integrate the concepts of diversity, globalism, environmentalism, and sustainability in all programs, curriculum and activity within the School;
- To achieve greater clarity and consistency in policies and procedures within the school, even during times of successful growth;
- To operate in an informal culture; and,
- To participate actively in campus events. Although an administrative position, the dean is expected to be an engaged campus and community member who joins students and faculty at School activities.



QUALIFICATIONS

The president, provost, and arts and science faculty seek a new Dean who is a person of vision with expert management skills, unquestioned integrity, high energy, and the following qualifications:

- A terminal degree in one of the School's disciplines from a regionally accredited institution;
- Progressive and relevant experience in a chair or director position; Dean's level is an added plus;
- A strong record of scholarship and successful teaching experience;
- A commitment to student learning and the integration of theory and practice;
- A demonstrated commitment to diversifying the faculty and student bodies, to integrating diversity, globalism, environmentalism, and sustainability in curriculum and programs; and to nurturing professional programs;
- An understanding of and experience in revising liberal education core programming,
- The ability to assist in fundraising by making compelling cases and arguments for the A & S School's innovative programming such as that in the newly proposed Center for the Arts and to support grant seeking activity on the part of the School and its faculty;
- The ability to advocate persuasively for the A & S School with the president and provost while at the same time understanding the role that the School serves in the health and success of the entire institution and supporting the collective efforts of the other three schools within the College;
- A collegial management style; a desire to collaborate with faculty and the deans of the other schools;
- Experience in faculty evaluation and assessment;
- The desire to mentor faculty, staff, and students;
- Strong interpersonal and communication skills; a good writer, speaker, and listener;
- The ability and capacity to work closely with the Dean of Students, particularly in the areas of student disciplinary procedures, student/faculty relationships, and student academic problems;
- Openness to explore new ideas and program initiatives;
- Creativity in leveraging technology for diversification of course and program delivery models; and,
- Experience in strategic planning/budgeting, program review, outcomes assessment, and human resources management.



KEY INDICATORS 2012

Endowment:	\$60.4 million
Total College Budget:	\$66.9 million
Total A&S Budget:	\$9.1 million
Tuition and fees:	\$28,210
Student Enrollment for Fall, 2012:	2,450 (undergrad) 919 (graduate) 3,369 Total College enrollment 1,872 A&S (undergrad FTE) 81 A&S (graduate FTE) 1,953 Total A&S enrollment
Average ACT Score:	24.4
High School Rankings:	Top 10% = 21% Top 25% = 55% Top 50% = 87%
Freshman Retention Rate (full time):	79%
Graduation Rate:	60% (5 years)
Living Alumni:	Approximately 19,000
College Total Full-time Faculty:	160
A&S Full-time Faculty:	86
College Average Faculty Salaries: (AAUP survey for 2011-2012)	<u>Salary</u> Professor: \$84,900 Associate Professor: \$66,500 Assistant Professor: \$61,400 Instructor: \$54,600
School of A&S Average Faculty Salaries:	Professor: \$81,634 Associate Professor: \$65,256 Assistant Professor: \$56,733
Student/Teacher Ratio:	11:1
College Degrees offered:	36
School of A&S:	24 (undergraduate majors)
Library Volumes:	127,000



APPLICATION PROCEDURES

Applications are due by **January 4, 2013** and to receive full consideration, candidates should -mail the following documents as PDF or Word attachments: 1) a cover letter that addresses the opportunities and qualifications listed above; 2) a current résumé or C.V.; and 3) the contact information for three professional references to: **WestminsterDean@rherry.com**.

FOR FURTHER INFORMATION, PLEASE CONTACT:

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PAUL DOEG, *Senior Consultant*

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POLICY

R. H. Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without consent of the applicant prior to her or his becoming a candidate.

Westminster College is an equal opportunity employer committed to a diversified workforce. All qualified applicants, regardless of race, color, national origin, religion, gender, sexual orientation, age, disability or veteran status, are strongly encouraged to apply.

www.westminstercollege.edu



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