Dean
College of Arts and Sciences
LEADERSHIP PROFILE
2021
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LEADERSHIP PROFILE

This leadership profile is intended to provide information about Illinois State University and the position of Dean of the College of Arts and Sciences. It is designed to assist qualified individuals in assessing their interest in this position.
On February 18, 1857, Gov. William Bissell of Illinois signed a bill creating a Normal school and establishing the Board of Education of the State of Illinois as its governing body. The bill stipulated that the permanent location would be the place that offered the most favorable inducements. Jesse W. Fell took up the campaign for Bloomington and obtained financial backing totaling $141,000. Abraham Lincoln, acting as attorney for the board, drew up the bond guaranteeing the Bloomington citizens would fulfill their financial pledges. Illinois State University was consequently founded as the first public institution of higher education in the state.

Established as a teacher education institution, Illinois State has developed into a multipurpose university with degree programs at the bachelor’s, master’s, and doctoral levels. Six academic colleges offer approximately 178 undergraduate majors, 102 master’s programs, 18 doctoral degrees, and 42 certificate options. One of 12 public universities in the state, Illinois State University’s alumni base has now grown to more than 220,000. All initiatives are guided by a strategic plan titled Educate • Connect • Elevate: Illinois State. The document details the University’s seven Core Values: Learning and Scholarship, Diversity and Inclusion, Individualized Attention, Civic Engagement, Collaboration, Integrity, and Respect. They combine to make Illinois State an institution with large-school opportunities and a small-school feel. Personalized attention is the focal point at the University, which lives its motto “Gladly we learn and teach.”

Enrollment for fall 2021 is 20,233 students. Our students appreciate the fact that Illinois State’s student-faculty ratio is 19:1. Professors teach in the classroom, mentor, and partner with both undergraduates and graduates in research endeavors. Within the faculty, 98 percent hold the highest degree possible in their field. Additional examples of excellence include Illinois State making Washington Monthly’s Bang for the Buck Colleges in the Midwest. There are many other reasons that reveal Illinois State’s competitive advantage as a premiere undergraduate institution—from record-breaking fundraising to student civic engagement and scholarly breakthroughs. Each explains the reason Illinois State University is “Redbird Proud.”
Community

Illinois State University is located in the Central Illinois community of Bloomington-Normal, which has a combined population of 132,000. The vibrant twin cities provide a high quality of life. Normal is ranked a Top 5 Best College Towns in America for a reason. There are plenty of activities and entertainment opportunities for students and staff locally, with more opportunity to explore nearby. Normal is centrally located in Illinois, making it possible to drive or catch a train to major cities such as Chicago and St. Louis. Both are within a few hours from campus. Public transportation systems make the community easily accessible, with a train and bus station within a few blocks of campus. There is also a regional airport with free parking that removes many of the hassles from flying.

 Ranked the No.3 Best Small City for Job-Seeking College Grads, there are multiple opportunities for students upon graduation. Illinois State partners with companies in the area including State Farm Insurance and COUNTRY Financial—both with headquarters in the community—to provide internships and employment. Normal is also home to the first manufacturing campus of electric-vehicle automaker Rivian, providing further internship and employment opportunities.

There are ample leisure activities as well, with five public golf courses in the area, over 50 parks, several lakes, and the 45-plus miles of the hard-surfaced Constitution Trail. Converted from an abandoned railroad, the trail is bustling with individuals walking, biking, running, and blading. There are numerous restaurants and shops to visit as well. Uptown Normal is home to locally owned retail outlets with quality products and delectable food. There are unique movies, concerts, theatrical performances, and festivals to attend in every season.
Illinois State University comprises six academic colleges and Milner Library, each of which contains academic departments, schools, and centers designed to provide — singly and collectively — a comprehensive and robust academic experience for students. Degrees are offered at the bachelor’s, master’s, and doctoral levels. Secondary education students major in their academic disciplines while completing their teacher preparation requirements under the auspices of the Council for Teacher Education. The University’s academic programs are supported by the services and collections of Milner Library.

**College of Applied Sciences and Technology**

houses the Departments and Schools of Agriculture, Criminal Justice, Family & Consumer Sciences, Health Sciences, Information Technology, Kinesiology & Recreation, Military Science, and Technology. The college also includes several significant centers, including the University Farm, the Center for Renewable Energy, and Illinois State’s well-known Gamma Phi Circus, the nation’s oldest collegiate circus.

**College of Arts and Sciences**

offers 56 majors, 40 minors, 17 master’s degree programs, and five doctoral programs. The college is also the home of several interdisciplinary programs including African American Studies, Latin American and Latino/a Studies, and Women’s, Gender, and Sexuality Studies Programs. The college proudly houses the Center for Child Welfare and Adoption Studies as well as the Center for Collaborative Studies in Mathematical Biology with the Intercollegiate Biomathematics Alliance and has four of the five academic programs that contribute to the Adlai Stevenson II Center for Community and Economic Development. Students can acquire excellent experiences at the University-hosted Public Radio/NPR Station (WGLT), the student radio station (WZND), the student TV station (TV-10), the English Publications Unit, the Social Media Analytics Command Center, and the Eckelmann-Taylor Speech and Hearing Clinic.

**College of Business**

is known for its comprehensive undergraduate programs and its highly rated MBA program. It is one of only 190 business schools in the world to have both business and accounting accreditation by AACSB International and is recognized as one of the best choices for earning an MBA, according to the 2021 edition of the Best Business Schools, published by *Princeton Review*.

**College of Education**

partners with departments across the University to offer teacher education programs in a wide variety of academic programs and areas of study. With 44 accredited teacher education programs and offerings at the bachelor’s, master’s, and doctoral levels, Illinois State remains true to its founding as Illinois State Normal University, specializing in teacher education. The College of Education is also home to Thomas Metcalf and University High School Laboratory Schools serving approximately 1,000 students.

**Wonsook Kim College of Fine Arts**

includes the Wonsook Kim School of Art, the School of Music, the School of Theatre and Dance, and the Program in Arts Technology. University Galleries and Illinois Shakespeare Festival are also housed within the Wonsook Kim College of Fine Arts. Notable alumni include Nicholas Africano, Gary Cole, Sean Hayes, Judith Ivey, Terry Kinney, Jane Lynch, John Malkovich, Laurie Metcalf, Jeff Perry, Cecilia Suarez, and Michelle Williams.

**Mennonite College of Nursing**

offers nursing degrees at the bachelor’s, master’s, and doctoral levels. Building on the rich history of nursing education at Mennonite College, which was established in 1919, the College of Nursing was incorporated into the University in 1999 as ISU’s sixth academic college. The college is proud of its NCLEX and FNP pass rates consistently exceeding state and national averages and offers a state-of-the-art Nursing Simulation Lab with diverse clinical placements that prepare students to practice in a complex health care system.

**Milner Library**

staff includes subject librarians who work closely with academic units to provide learning and research materials across the academic spectrum. Group study areas, quiet floors, collaboration stations, and a technology-rich environment support varied student learning styles. While the availability of electronic resources grows at a rapid rate, Milner is still home to 1.4 million physical volumes and the University Archives.
The University’s strategic plan, *Educate • Connect • Elevate: Illinois State—The Strategic Plan for Illinois’ First Public University 2018-2023*, is our guide as the University maintains its strength while seeking new opportunities to support student success and academic innovation that serve the state of Illinois, the nation, and the world.

With the underpinning of a dedication to an individualized and transformative experience for students, Illinois State is committed to pursuing four strategic directions:

- Enhancing strength and stability;
- Fostering innovation;
- Nurturing diversity and inclusion; and
- Enriching engagement.

For more information, visit [StrategicPlan.IllinoisState.edu](http://StrategicPlan.IllinoisState.edu).

The Master Plan presents a long-range blueprint for the physical development of Illinois State—its future size, form, function, character, image, and environment. The plan presents a series of recommendations designed to further the University’s physical transformation beyond what has been accomplished in recent years. These recommendations have been tailored to support and enhance the University’s strategic plan. A mid-plan review and update is currently underway.

For more information, visit [MasterPlan.IllinoisState.edu](http://MasterPlan.IllinoisState.edu).
Illinois State University has built its legacy as one of the leading Normal Schools to establish a strong reputation for academic excellence in a broad array of academic disciplines. At the heart of this thriving, diverse University is the College of Arts and Sciences (CAS), comprising students, faculty, and staff engaged in educational, research, and service activities in the core academic disciplines of humanities, social sciences, natural sciences, and mathematics. With its diverse collection of 16 schools and departments, CAS is the largest of Illinois State’s six academic colleges in both student enrollment and staffing. It also includes numerous centers and is housed in over 12 buildings on campus.

The college is a comprehensive and complex organization that prepares students with a liberal education in addition to attainment of career-oriented skills. Graduates with a liberal education acquire knowledge and skills in critical thinking, oral and written communication, analytic methods, the ability to work in diverse teams, and problem solving through reasoning. The college offers the core of the general education program required of all undergraduates and a wide range of academic major and minor programs for meeting baccalaureate, master’s, and doctoral degree requirements. Graduates from the arts and sciences pursue a variety of careers and are adaptable to changing circumstances.

**Humanities**

The academic units that comprise the Humanities division include the School of Communication, the Department of English, the Department of Languages, Literatures, and Cultures, and the Department of Philosophy.

**Social Sciences**

The academic units that comprise the Social Sciences division include the Department of Communication Sciences and Disorders, the Department of Economics, the Department of Psychology, the Department of Politics and Government, the School of Social Work, and the Department of Sociology and Anthropology.

**Natural Sciences and Mathematics**

The academic departments that comprise the Natural Sciences and Mathematics division include the School of Biological Sciences, the Department of Chemistry, the Department of Geology, and the Department of Physics.
The Dean of the College of Arts and Sciences Opportunity

OVERVIEW

Illinois State University seeks an academic leader committed to the mission, vision, and values outlined in the University’s strategic plan to serve as dean of the College of Arts and Sciences. The dean is the chief academic and executive officer of the college, providing vision and leadership in teaching, research, and service in the context of shared governance. The dean leads the development and implementation of the college’s strategic future and reports to the provost, who also serves as vice president for academic affairs.

The dean has overall responsibilities for developing an effective collegial environment that supports excellence in teaching, research, and service that advances the humanities, social sciences, natural sciences, and mathematics; facilitating collaboration between faculty members and among programs within the college and university; and coordinating the college’s efforts with schools, corporations, other universities and communities, and state, federal, and international agencies. The dean will provide leadership and support efforts to advance equity, diversity, and inclusion in Illinois State’s culture, environment, programs, policies, and personnel. The dean must be committed to promoting the value of a liberal arts and sciences education; engaging in student success initiatives aimed at the recruitment and retention of a diverse student population; pursuing continued excellence in undergraduate and graduate education; supporting faculty scholarship and research activities, including extramural funding; creatively supporting interdisciplinary collaboration; and promoting outreach and public service efforts with the local community and beyond. The dean will engage college faculty, staff, and students in developing a shared plan for the future of the college and its role in the broader mission of the University.
The College of Arts and Sciences is seeking a dean who will provide leadership to 16 departments and schools, 16 interdisciplinary programs, three centers, a publication unit, an NPR public radio station, a student radio station, TV station, and newspaper, and a clinic for speech and hearing. The dean reports to the vice president for academic affairs and provost and has supervisory authority for three associate deans, an assistant dean, 13 department chairs, three school directors, three program directors, and additional support staff. The dean is expected to work collaboratively and collegially with five other academic deans as well as administrators from all four divisions of the University.

The new dean for the College of Arts and Sciences must possess the intellectual vision and energy necessary to lead a complex, comprehensive organization of higher education to its next step in the learning and research communities. An ability to successfully motivate a college-wide team at all levels, develop an understanding of core values, and demonstrate responsiveness to the needs and concerns of the college while maintaining a deep commitment to shared governance across all constituencies, including students, faculty, and staff is critical. The new dean will be asked to address the following critical leadership issues, among others:

- Lead an inclusive college strategic planning and implementation process in alignment with the University’s strategic plan;
- Provide leadership to college faculty as they consider the curricular, pedagogical, and scholarly implications of 21st century challenges in teacher preparation, educational research, and policy development;
- Manage resources and develop opportunities to grow resources in mission-consistent ways;
- Nurture and build partnerships across campus in the Bloomington-Normal community, and throughout central Illinois;
- Develop the college’s ability to play a constructive role in Illinois, a state in the midst of important economic, social, and demographic changes;
- Engage faculty in efforts to internationalize the university and to connect Illinois more thoroughly to a changing world;
- Foster sustainable growth in the college’s research enterprise;
- Lead periodic review and development of academic programs;
- Lead college faculty, staff, and administrators to collaboratively address barriers and increase student success to sustain and grow student enrollment, retention, and graduation rates;
- Provide leadership to college faculty, staff, and administrators to develop more inclusive curricular, programmatic, and pedagogical revisions that represent diverse perspectives;
- Provide leadership to the college for the development of new undergraduate, graduate, and certificate programs that meet student and societal demand;
- Support programs and departments/schools to promote the inherent value of a liberal arts and sciences education;
- Provide leadership to the college for more inclusive hiring practices to recruit diversity in faculty and staff and to work with departments/schools to provide academic environments that promote faculty success; and
- Lead the college in development and advancement efforts that provide financial resources that support student scholarships, faculty research, and innovation in program development.
Qualifications and Personal Qualities

The successful candidate will be someone who supports the broad spectrum and value of a liberal education; knows our most valuable resource is our faculty and staff; puts student success at the center of what we do; supports and embraces the college’s commitment to shared governance; and actively advances equity, diversity, and inclusion. Additionally, the successful candidate will demonstrate an understanding of general trends in higher education, the unique challenges confronting higher education at the current time, as well as opportunities that can be leveraged in a post-pandemic, social justice-focused landscape.

Required Qualifications:

• An earned doctorate or other terminal degree from an accredited institution and nationally recognized accomplishment as a scholar and teacher, meriting an appointment of professor with tenure within one of the college’s departments/schools.
• Experience with and understanding of the scholarly, teaching, and service responsibilities of a college of arts and sciences faculty member at a major university.
• A record of successful administrative leadership in large and complex academic organizations.
• A record of accomplishment as a manager of people and resources in support of high-quality graduate and undergraduate instruction; research and creative activity; public engagement; and outreach activities.
• Experience in strategic plan development and implementation.
• Demonstrated commitment with proven results for equity, diversity, inclusion, and social justice.
• Ability to work with other deans, administrators, and diverse stakeholders in developing goals and programs.

Preferred Qualifications:

• Demonstrated administrative experience at the chair’s level or beyond, including budget and personnel experience, especially with recruitment and retention of diverse faculty.
• Innovative leader and strategic thinker.
• Experience working with external agencies, such as foundations and legislatures.
• Demonstrated skills in fund raising, ability to articulate the college mission to external communities, including alumni and potential donors.
• Exceptional communicator, with the ability to bring individuals and groups with diverse perspectives to consensus and common action.
• Ability to work in a collegial fashion with faculty, staff, and community members and to be an effective advocate for the Humanities, the Sciences, and the Social Sciences within the context of the University’s mission.

Procedure

FOR CANDIDACY

We invite inquiries, nominations, and applications. Initial review of applications will begin on November 15, 2021, and continue until the position is filled. Candidates should provide a curriculum vitae, a letter of application that addresses the responsibilities and requirements described in the leadership profile, and the names and contact information of five references. References will not be contacted without prior knowledge and approval from candidates. These materials should be submitted electronically via Illinois State University’s application portal.

The direct link to apply is: jobsearch.IllinoisState.edu/en-us/job/512245/college-of-arts-and-sciences-dean

Questions and nominations may be directed to Lisa Mason, director for executive search services, at lmmason@IllinoisState.edu or (309) 438-7487.