

Boston University
College of Arts & Sciences
Position Description: Dean of the College of Arts & Sciences

Position: Dean
Boston University
College of Arts & Sciences

Location: Boston, Massachusetts

Position

Summary: The Dean provides academic, intellectual, and administrative leadership of the College of Arts & Sciences and promotes excellence in all aspects of the College's mission to nurture the discovery, creation, transmission, and application of knowledge and understanding across the humanities, social sciences, natural sciences, and computational sciences. The Dean will lead the ongoing development of the vision and goals of the College, work with other leaders and colleagues across the University to pursue those goals, and effectively communicate the College's vision and goals to constituencies within and external to Boston University.

The successful candidate will be a distinguished scholar and an innovative academic leader with demonstrated administrative experience and the proven ability to work collaboratively with faculty and senior leadership to advance strategic projects and initiatives. The successful candidate will have a strong commitment to liberal arts and sciences education within the context of a major global research university as well as to issues of diversity and inclusion and have demonstrated accomplishment in the hiring and support of a diverse faculty and staff, and attracting and graduating a talented, diverse group of undergraduate and graduate students.

The Opportunity

Boston University (BU), a member of the Association of American Universities (AAU), is one of the leading private research and teaching institutions in the world, with two primary campuses in the heart of Boston and programs around the globe. Founded in 1839 (in Newbury, Vermont) as a Methodist seminary, the University was incorporated in 1869 and emerged in the twentieth century as a Boston-area institution. From its earliest days, BU opened its doors to women and minorities. BU counts among its alumni Helen Magill, the first woman to earn a doctorate in the United States; Solomon Fuller Carter, the first African American psychiatrist; and The Reverend Dr. Martin Luther King, Jr., who earned his doctorate in theology in 1955. The University enrolls over 33,000 students, including over 16,000 undergraduates. With more than 10,000 international students from over 140 different countries enrolled at BU, and approximately 1,300 international scholars engaged in academic pursuits at the University, BU ranks among leading universities hosting international students in the United States and embraces the richness that diverse cultures and ideas bring to a global research institution. BU is one of the oldest and

largest providers of study abroad programs, enrolling over 2,400 students annually in more than 30 cities and 20 countries.

BU employs nearly 4,000 faculty members across its 17 schools and colleges. BU's students are geographically and culturally diverse as well as globally aware. They come from all 50 states and more than 140 countries. The growth of Boston University over the last quarter century has been profound, as it has evolved from a regional university, with a focus on undergraduate and professional education, to an internationally recognized, residential, research university that carried out over \$485 million of sponsored research last year. BU currently ranks #42 among National Universities by *U.S. News and World Report*. Additionally, Moody's Investors Service recently upgraded BU's ranking to Aa3, reflective of the University's increasing financial strength, growing donor support, and effective governance and leadership. *The next Dean of the College of Arts & Sciences will lead a college that is poised to make critical contributions to the University, the academy, the professions, and the public.*

As Boston University's largest academic division, the College of Arts & Sciences is the heart of the University. The College of Arts & Sciences enrolls nearly half of all undergraduate students and provides the liberal arts and sciences courses for BU's undergraduate programs. With the crucial partnership of the College of Arts & Sciences, BU launched its first ever University-wide general education program in the Fall of 2018 – [The BU Hub](#) – an innovative program through which all BU undergraduates will satisfy their general education requirements. Students in the College pursue BA programs in more than 70 majors and minors, including innovative interdisciplinary programs and study that span the globe. *The next Dean of the College of Arts & Sciences will lead a college where bridging of disciplines, professions, and cultures is a vital foundation for learning.*

The College's distinguished faculty includes dozens of recipients of national and international academic awards and has been significantly enlarged and enriched in recent years with an outstanding new generation of scholars. The University's commitment to increasing the presence of people from under-represented groups in its faculty and student body continues commitments historically at the heart of a school with a long list of "firsts." The College's strong support for faculty development is coupled with an intellectual environment that nurtures innovative research and curricular programs across the humanities, social sciences, natural sciences, and mathematical and computational sciences. *The next Dean of the College of Arts & Sciences will lead a college that continues and expands its recruitment of and support for outstanding and diverse scholar teachers and their research.*

The University provides both full tuition remission and five-year stipend support to its Ph.D. students. Graduate students can earn a Masters degree or PhD in nearly 50 fields, with scholarship and research spanning the gamut of intellectual endeavor—art history to astronomy, philosophy to physics, as well as literature, language, life sciences, political science, religion, mathematics, and computer science. New programs in marine science, neuroscience, and Muslim cultures and societies are just a few examples of interdisciplinary research areas that bring faculty and graduate students together in ground-breaking scholarship. *The next Dean of the College of Arts & Sciences will lead a Graduate School of increasing excellence.*

The University's setting in Boston provides an excellent location for innovation, study, and social activity. The city of Boston is a majority-minority city, with African Americans comprising 25% of its population, Asian Americans comprising nearly 10% of the population, the Latinx community comprising nearly 20% of the population, and multiracial individuals comprising 5% of the population. Boston is also home to an incredibly diverse and active student community with more than 35 institutions of higher education, which ensure that the city remains a vibrant intellectual, cultural, and social space. Thriving business sectors like the biotech industry, an extensive and world class hospital system and one of the largest active asset management and private equity eco-systems in the United States have made Boston a spectacular home for innovation, investment, engagement, and economic growth. Its extensive train system, affectionately known as "The T," enables faculty, staff, and students to explore and enjoy the city and surrounding areas with ease.

More information on the College of Arts & Sciences at Boston University can be found at <http://www.bu.edu/cas/>.

The Tasks

- Oversee all academic programs of the 25 departments in the College as well as the numerous research centers within it. Oversight of these programs and departments includes responsibility for faculty hiring and professional development, and promotion for the approximately 850 faculty members in these units as well as for planning, budgeting, and space allocation. The Dean has direct control of a University-allocated annual budget of approximately \$120 million, which is supplemented by gifts, income from the endowment of the College, and sharing agreements on revenue generated by graduate professional education and research.
- Lead the discussions that direct the development of the College and foster the continuing improvement of its undergraduate and graduate educational programs and productivity in research and scholarship. Because of the central role that the College plays in the University's new general education program, [the BU Hub](#), the Dean will be a strong curricular partner with the deans of the other schools and colleges and the University Provost.
- Strengthen the College's commitment to equity, diversity, and inclusion through (1) the recruitment, retention, and support of students, faculty, and staff from historically underrepresented groups; (2) oversight of CAS's curriculum, scholarship activities, and outreach initiatives; and (3) collaboration with faculty, staff, and students in implementing shifts in institutional practices and culture.
- Work with the University's senior leadership team to raise financial support for and implement an ambitious agenda to recruit and nurture accomplished scholars, researchers, and educators and develop new programs and infrastructure, particularly in areas in which strengths and opportunities have been identified, both through strategic planning and the University's system for regular academic program review.

Desired Qualities and Capacities for the Dean

- The Dean will need to have a distinguished record of scholarship and academic achievement.
- The Dean will need a strong commitment to liberal arts and sciences education and capacities for working across disciplines and professions to enhance learning throughout the University.
- The Dean will need to demonstrate a history of innovative and effective leadership in a consultative and collaborative academic environment, with a global outlook and experience collaborating with colleagues in the United States and internationally.
- The Dean will need to demonstrate leadership and results in fostering equity, diversity, and inclusion within organizations and communities.
- The Dean will need significant experience in recruiting, retaining, and nurturing faculty, including a well-developed ability to gauge academic quality and an appreciation for the vital importance of hiring and promotion decisions in creating and sustaining excellence in the University.
- The Dean will need to be knowledgeable and entrepreneurial in envisioning, managing, and facilitating access to the internal and external sources of funding necessary to build and sustain excellence in research and educational programs.
- The Dean will need an aptitude and enthusiasm for fundraising to support the College's mission.
- The Dean will need a well-developed sense of how to allocate resources to fulfill the priorities of the College's and University's strategic plan.
- The Dean will need a deft hand in managing procedural details and facilitating shared governance with a spirit of openness and generosity of understanding.
- The Dean will need to be committed to working in partnership with University leadership, including the President, the University Provost, Vice Presidents, Associate Provosts and the academic Deans.
- The Dean will need resilience, thoughtfulness in speech, responsiveness, and fair-mindedness.

Required Qualifications

The ideal candidate will have:

- An earned doctorate and a record of distinguished scholarly accomplishment and a strong commitment to research, teaching and service in a field appropriate for appointment as a full professor in one of the twenty-five departments of the College of Arts & Sciences.
- A demonstrated track record of administrative experience and academic leadership, with a global outlook and a portfolio of professional successes.
- Demonstrated leadership and results in fostering equity, diversity, and inclusion within organizations and communities.
- Strong and proven capabilities in complex organizational management including strategic planning, financial stewardship, budget creation, resource allocation, human resource management, risk management, and related decision-making.
- The proven ability to work collaboratively with leaders across organizations.
- Exemplary interpersonal and communication skills.
- Impeccable integrity, sense of professionalism, and sound judgment.

Education

Academic credentials that merit appointment as a full professor in one of the academic departments or programs in the College of Arts & Sciences.

Compensation

Boston University will provide a competitive compensation and benefits package appropriate for a position of this scope, stature, and level of responsibility.

Contact

Nominations and expressions of interest should be addressed to:

Helen Tager-Flusberg, Professor
CAS Dean Search Advisory Committee
c/o Office of the University Provost
Boston University
One Silber Way, 8th Floor
Boston, Massachusetts 02215
casdeansearch@bu.edu

Prospective candidates should include a letter expressing interest and current curriculum vitae. Candidates will be asked to provide references after preliminary review and screening.

Confidentiality will be maintained by all faculty and staff involved in the search process; references will be contacted only with the express consent of the applicant. While nominations and applications will be accepted until a new Dean is selected, interested parties are encouraged to submit their materials before **Friday, February 8, 2019** to ensure full consideration. Boston University is committed to fostering a diverse university community within a supportive and respectful environment. We believe that the diversity of our faculty, students, and staff is essential to our success as a leading research university with a global reach, and that diversity is an integral component of institutional excellence.

Boston University is an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability status, protected veteran status, or any other characteristic protected by law. We are a VEVRAA Federal Contractor. an equal opportunity employer and gives consideration for employment to qualified applicants without regard to race, color, religion, sex, age, national origin, physical or mental disability, sexual orientation, gender identity, genetic information, military service, or because of marital, parental, or veteran status or any other characteristic protected by law. If you would like more information about your EEO rights as an applicant under the law, please [download the EEO brochure](#). If you require a reasonable accommodation to complete the employment application, please contact the Equal Opportunity office at 617-353-6474 or druckman@bu.edu.