



Search for the Dean - Profile
College of Letters, Arts and Social Sciences
University of Idaho
Moscow, Idaho
www.uidaho.edu/

The University of Idaho (UI), the premier state-funded research university in Idaho, seeks a dean to lead the College of Letters, Arts and Social Sciences (CLASS). The official Vacancy Announcement, describing qualifications for the position and explaining the application process, may be viewed at <http://www.provost.uidaho.edu/documents/CLASS%20Dean%20Search%20Vacancy%20Announcement.pdf&pid=97209&doc=1> . This “Profile” provides additional information regarding the University, the College, the deanship, and our community.

The UI and its ten colleges are based in Moscow, Idaho, with centers in Boise, northern Idaho, and Idaho Falls; a research center at Post Falls; and programs serving nearby reservations and outreach sites across the state. UI offers 146 degree programs in the ten colleges: Agricultural and Life Sciences; Art and Architecture; Business and Economics; Education; Engineering; Graduate Studies; Law; Letters, Arts and Social Sciences; Natural Resources; and Science. Through this structure, CLASS is able to further the UI’s mission of education, research, and service by offerings that serve the educational and support needs of Idaho citizens. College programs are accredited by the Northwest Association of Schools and Colleges and offers the following degrees: Bachelor of Arts (B.A.), Bachelor of Science (B.S.), Bachelor of Fine Arts (B.F.A.), Bachelor of General Studies (B.G.S.), Bachelor of Music (B.Mus.), Bachelor of Naval Science (B.N.S.), Master of Arts (M.A.), Master of Science (M.S.), Master of Fine Arts (M.F.A.), Master of Music (M.Mus.), Master of Public Administration (M.P.A.) and the Doctor of Philosophy (Ph.D.).

About University of Idaho

Since 1889, UI has served the state and surrounding region as a leading instruction and research-based land-grant university. By this definition, UI was one of many states’ educational institutions given land by the federal government to establish colleges that would initially offer courses in agriculture and the mechanical arts. The only institution in the state earning the prestigious Carnegie Foundation ranking for high research activity, the University of Idaho is home to researchers who attract more than \$100 million in research grants and contracts each year. When it first opened, UI enrolled 40 students and had one professor; the first graduating class numbered four (two men and two women). Since then, UI has granted more than 66,000 Bachelor degrees and over 17,000 Master’s degrees from Moscow, Boise, Coeur d’Alene, and Idaho Falls. UI’s student population includes first-generation college students and ethnically diverse scholars. Its high academic performers include 42 National Merit Scholars and a 2006-07 freshmen class with an average high school grade point average of 3.42. UI represents a key link in the chain of educational institutions that fall under the governance of the Idaho State Board of Education; this network of interdependent organizations serves Idaho students from pre-kindergarten through doctoral-level instruction.

Today, UI's 874 faculty members and 1,517 staff members together serve approximately 12,000 students from around the world, most of whom come from Idaho and the Pacific Northwest region. Idaho residents pay \$4,200 in full-time fees, while UI's 3,326 non-resident students pay \$13,800 in fees and tuition. UI's operating budget is approximately \$349 million. Approximately 35% of the University's funding was acquired through state appropriations; student fees accounted for 12%; federal and state grants and contracts comprised 21% of revenues; and auxiliary enterprises, private gifts, grants and contracts represent the remainder of UI's funding sources. The UI campus includes 254 buildings spanning 1,428 acres, including a student union, a state-of-the-art student activity center, auditorium, golf course, arboretum, library, and many other buildings. The UI Library is the state's largest library, with more than 2.5 million books, periodicals, government documents and special collections.

Under the leadership of our new president, Dr. Timothy White, and new Provost/Executive Vice President, Dr. Douglas Baker, the university has conducted an extensive, faculty-driven self-study that has led to a new strategic action plan and investment strategies. The Dean of CLASS, along with his/her peers, will support Dr. White and Dr. Baker in leading a comprehensive, institution-wide effort that will enhance teaching, scholarship, and service; promote diversity and foundational support; and develop partnerships between the college, campus, state, and beyond.

Commitment to Diversity

The University of Idaho has an institution-wide commitment to diversity, human rights, multiculturalism, and community. The goal of the University is to actively recruit and retain a diverse workforce and student body and to build and sustain a welcoming, supportive and inclusive campus environment. The University of Idaho seeks leaders interested in promoting and enhancing diversity, nurturing creativity, and building an inclusive community.

About the College of Letters, Arts and Social Sciences

Enrollment growth at the college has far outpaced national averages as the student body has grown to about 4,200 students today. The college's mission is to deliver undergraduate and selected graduate and professional programs that prepare individuals to excel in a competitive marketplace. CLASS is organized into eleven departments and schools: English, Foreign Languages & Literatures, History, Journalism and Mass Media, Martin School of International Affairs, Lionel Hampton School of Music, Philosophy, Political Science, Psychology and Communication Studies, Sociology/Anthropology/Justice Studies, and Theatre and Film.

The college operates under a \$9.2 million General Education budget and has 147 full-time faculty members working in eleven units. More than \$650,000 in financial assistance is provided to students annually. Philanthropic fundraising at the college is managed through a university-wide Office of Development and the Advancement Office, comprising Development, Alumni Relations, Communications and Marketing, and Advancement Services. The CLASS development efforts and strategies will adjust as President White formalizes his university-wide advancement plan. For more about CLASS, refer to <http://www.class.uidaho.edu/>

The Dean's Role

The dean is the academic leader and chief executive officer of the college and is responsible for fostering distinguished records of scholarship, teaching, and service to the profession; providing sound administrative goals; committing to represent the diversity of disciplines in the college to those within and outside the University; promoting and developing relationships between the college and alumni, industry, and others in the private sector; and raising funds from donations by private individuals and organizations for the advancement of college programs and resources.

As chief executive officer of the college, the dean fosters academic excellence in the college and its departments by providing leadership in inspiring a shared vision and strategic direction for the college; collaborates with internal and external partners to provide high quality instruction, scholarship, and outreach to prepare professionals for businesses, industry, and agencies in Idaho, the region, and the nation; provides leadership in program assessment, external program review, and external accreditation of programs; develops budget plans, allocates college resources, and fosters college strategies to increase revenue through funding in development, grants and contracts, and customized professional development contracts; chairs the college faculty in the development of policies and priorities governing the academic programs of the college; and oversees the allocation and use of facilities assigned to the college.

The dean reports to the Provost and Executive Vice President of the University. The dean is also the college's primary liaison to the main campus at-large. The dean serves on the Provost Council and other groups at the discretion of the Provost. The college's department heads and chairs report to the dean, as does the Director of Development. The dean is currently supported by three administrative fellows and administrative support staff.

Identify and Invest in Winning Programs

As the needs of the college and higher education in general grow beyond levels of state resource support and funding, the dean must lead the strategic evaluation and prioritization of programs that support the college's and university's mission and strategic plan. In this capacity, the dean must be entrepreneurial and inclusive in choosing the best areas (in terms of intellectual and financial contribution) for program development, setting in motion the processes needed for their growth and success. In taking on this challenge, the dean will not be acting alone. Proactively initiated by the academic deans, a "Vision and Resources Task Force" consisting primarily of faculty was formed to evaluate key priorities, areas of excellence, and viable areas of investment across the campus. A report from the Task Force was publicly released in September 2004 (please see www.vrt.uidaho.edu/home/, and the President's own assessment of the University and its activities was released February 1, 2005. The work of the Committee and the President, which are dedicated to reevaluation and reflection leading to positive change, has provided a fertile environment for a new leader to successfully address this challenge. In the Fall of 2006, the University set forth its Strategic Action Plan and is actively working on the implementation of the Plan University wide, <http://www.provost.uidaho.edu/default.aspx?pid=73113>.

Forge Links and Partnerships Outside the College

The dean's next challenge thus lies in working productively and proactively with other leaders at UI to cultivate cross-campus relationships that tie the college's work into the goals of the university as a whole. As a nexus between the college and the "real world," the dean's challenge lies in forging and

sustaining mutual partnerships with public and private sector industries, as well as with other educational institutions throughout the region. By creating opportunities for the college's members with external organizations, the dean can both generate financial support for the college and serve the long-term benefit of the region. Through collaborative programs, the college can ensure that students graduate with high-level skills and with the practical experience needed to make the seamless transition to the work force. Joint projects also ensure that the college's research and instruction fulfill the up-to-date practical needs of a rapidly changing environment.

Peer Institutions

UI's peer institutions, other land-grant universities located in rural areas throughout the western U.S., include Colorado State, Iowa State, Kansas State, Montana State, Nebraska-Lincoln, Nevada-Reno, New Mexico State, Oklahoma State, Oregon State, Utah State, Washington State, and Wyoming. UI maintains relations with other universities, including Boise State, Idaho State, and Brigham Young University-Idaho in the state of Idaho. The Dean should work with leaders of other schools to reduce programmatic overlap and effectively diversify fields of study across institutions.

Balance Excellence and Access

Idaho's college student population ranges from those in their late teens through late adulthood. The dean must collaborate actively with educational leaders across the state to ensure that students of all ages are provided with the skills needed to succeed. To this end, UI maintains articulation agreements with regional community and preparatory colleges and the college reaches out to students across the state. Achieving a high degree of program quality while serving the broadest population is a challenge particular to public education, one that should capture the imagination and energy of the new dean.

Generate New Funding for the College

The college garners a substantial amount of funding from private and public sources. The dean's challenge lies in managing the finances of the college with the creativity of an entrepreneur and the sensibility of an experienced academic leader, reaching out to alumni, private, and corporate donors for support for new programs and initiatives and the continuing support of the college's existing programs.

Qualifications

For information about the required and desirable qualifications for the next dean, please refer to the official Vacancy Announcement.

Compensation and Location

Compensation for the dean will be competitive and commensurate with the successful candidate's professional history. The position is based in Moscow, Idaho, and will require travel around the State, within the region, and beyond, consistent with fund-raising goals.

About the Moscow/Pullman Community and Region

Moscow, a friendly community of roughly 22,000 citizens, is located in the beautiful rolling hills of northern Idaho. The area offers clean air and water, low crime and traffic, a moderate cost of living, and exceptional recreational opportunities. The region's climate is relatively mild, with temperatures ranging from a mean high of 84 degrees in August to mean low of 22 degrees in January. The area is

served by a small airport with a few commercial flights; a slightly larger airport 35 minutes away in Lewiston serves the region and a larger airport, in Spokane, Washington, is less than two hours away by car. Moscow is located eight miles from Pullman, Washington, home of Washington State University. Both communities are located on traditional Indian lands, near neighboring Coeur d'Alene and Nez Perce reservations. Together, these two communities provide a rich environment for cultural activities. Moscow is known as the "heart of the arts", ranked in the top 10 small arts towns in America. Recreational activities abound in this region; the local area is surrounded by magnificent mountains, lakes, rivers, and forests. Residents have ready access to skiing, hiking, hunting, fishing, and boating just a short distance from town. Hells Canyon National Recreation Area, the Frank Church River of No Return Wilderness, and the scenic Snake, Clearwater, Salmon, Lochsa, and Selway Rivers are all within a day's drive. Additional information on the Moscow community may be found at <http://www.moscowchamber.com>.