



Dean of Arts & Sciences

Position Specification

Embry-Riddle Aeronautical University invites nominations and applications for the position of Dean of the College of Arts and Sciences. The University seeks a dynamic, nationally recognized academic leader who will partner with the faculty in maintaining and enhancing the quality and national prominence of its educational and research programs. The next Dean will join the Embry-Riddle community as it builds on current momentum and continues to elevate itself to a place of true distinction.

EMBRY-RIDDLE AERONAUTICAL UNIVERSITY: AN OVERVIEW

Embry-Riddle Aeronautical University is the leader in aviation and aerospace higher education. Its mission is to teach the science, practice, and business necessary to prepare students for productive careers and leadership roles in business, government agencies, and the military.

The University was founded on December 17, 1925, exactly 22 years after the Wright Brothers' first flight, when T. Higbee Embry and John Paul Riddle formed the Embry-Riddle Company at Lunken Airport in Cincinnati, Ohio. The following spring the company opened the Embry-Riddle Flying School.

In 1939, Riddle joined John and Isabel McKay to establish the Embry-Riddle School of Aviation. They partnered with the University of Miami to provide flight training under the Civilian Pilot Training Program. Embry-Riddle experienced a period of decline in the 1930s but was revitalized with the outbreak of World War II in Europe and an increased demand for aviators and mechanics. Allied nations sent more than 25,000 people to Embry-Riddle's Florida centers to become pilots and aviation technicians.

Following World War II, the Embry-Riddle Aeronautical Institute (ERAI) continued to train pilots. The first president of ERAI, Jack R. Hunt, was named in 1963. In 1965, he consolidated Embry-Riddle's flight training, ground school, and technical training programs and moved the campus to Daytona Beach, Fla., signaling the rebirth of Embry-Riddle and the start of its journey to world-class status. Within three years of the move, the institution was accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC). Two years later, in 1970, Embry-Riddle gained university status and was renamed Embry-Riddle Aeronautical University.

Today, the university is dedicated to education, outreach and engagement, and knowledge discovery across a wide range of academic disciplines. Embry-Riddle is committed to teaching excellence that reflects creative thought and innovation, giving its students the knowledge and experience for personal fulfillment and professional success. Like the aviation and aerospace industries it serves, Embry-Riddle is dynamic, constantly evolving to serve the educational needs of those who will be future industry, academic, and policy leaders.

The university is an independent, nonprofit, culturally diverse institution committed to providing quality education on residential campuses in Florida and Arizona and Singapore. A network of more than 135 centers throughout North America, Europe, Asia, and South America delivers top-ranked, online programs.

Embry-Riddle offers more than 100 undergraduate and graduate degrees in its colleges of Aeronautics, Arts & Sciences, Aviation, Business, and Engineering.

Embry-Riddle continues to pioneer industry-responsive degree programs and specialized courses, such as undergraduate degrees in spaceflight operations, unmanned aircraft systems and aerospace physiology. The university grants an MBA and Ph.D. in aviation. It is the first in the country to offer a course in hybrid and urban air mobility.

The university offers advanced degrees in multiple areas including all aspects of aviation, unmanned systems, cybersecurity engineering and management, business, human factors, project management and occupational safety management.

Embry-Riddle Worldwide offers the top-ranked online bachelor's degree program for 2019, according to *U.S. News & World Report*.

Unifying and defining students, faculty, administration, and alumni is a shared passion for aviation and aerospace. The global reach and increasing complexity of these industries put Embry-Riddle in an enviable position, poised for growth and increased capacity for sponsored research. Nearly 90 percent of students engage in research, an internship or in a capstone project that provides hands-on experience and an opportunity to apply what they learn in classrooms, labs, and on the flight line.

Embry-Riddle is also a research center, developing solutions to real-world problems in partnership with the aerospace industry, other universities, and government agencies. Faculty members conduct research and mentor student-researchers in all colleges. Signature research focuses on aviation cybersecurity, aviation data science and business analytics, flight research, unmanned aerial systems and autonomous systems.

ONE UNIVERSITY, THREE CAMPUSES

There are three Embry-Riddle campuses and satellite locations across the world, but Embry-Riddle is defined by a common purpose and dedication to student success. Integrating resources and programs across campuses is a priority that allows the university to leverage competitive advantages. Embry-Riddle has a unique opportunity between Prescott, Daytona Beach and Worldwide to optimize strengths and distinctions.

PRESCOTT, ARIZONA CAMPUS

Embry-Riddle's campus in Prescott, Arizona, 100 miles north of Phoenix, currently serves just over 2,800 students and has graduated more than 10,000 students since opening its doors in 1978. The campus is an integral part of the Prescott community and is becoming known as Arizona's STEM university. The campus has a rolling, long-term strategic plan that aligns with and supports the university's five-year plan.

This campus covers more than 500 acres of scenic western terrain. Campus life is centered in a one-square-mile area that centralizes academic, residential, and recreational resources.

Over the past several years, Prescott has experienced significant growth and record enrollment. The average class size is 25. The average GPA and standardized test scores for its incoming class are among the highest of any institution in Arizona. Women account for 25 percent of the student body.

The highest enrollment is in engineering programs, within the [College of Engineering](#), followed by aviation programs in the [College of Aviation](#). Almost 20 percent of students are pursuing degrees in space physics, meteorology, forensics, gaming and simulation, air traffic management and unmanned aerial systems. Security and intelligence programs attract almost 17 percent of the current enrollment. A School of Business opened in 2018 and new programs continue to be added in strategic areas.

Affordable Colleges Online ranks the Prescott campus in the top one percent of U.S. private colleges whose students earn a \$1 million return on their educational investment. In a 2018 report, the popular website Thrillist listed Embry-Riddle as the college in Arizona most likely to land you a job (out of 48 institutions).

State-of-the-art resources on campus include the only planetarium in the area and a new STEM education building that features 20 labs dedicated to biological science and chemistry, computing, 3-D printing, and robotics. Also on campus are an Aerospace Experimentation and Fabrication Building, the Global Security and Intelligence Studies Operation Center, and the Robertson Aviation Safety Center Accident Investigation Lab — the only university-level forensic lab of its kind in the country. The fleet of fixed-wing and rotary-wing aircraft used for flight training are hangared at nearby Prescott Love Field Municipal Airport.

The campus has a thriving residential life and recently opened two state-of-the-art residence halls. About 48 percent of students live on campus. Students compete in more than 40 club, intramural, and recreational sports.

Intercollegiate athletes compete in the National Association of Intercollegiate Athletics or NAIA and are members of the California Pacific Conference (Cal Pac). Scholar-athletes currently participate in 13 intercollegiate sports and the campus is projected to add additional sports in the coming years. Scholar-athletes carry an impressive 3.448 cumulative GPA.

Prescott – “Everybody’s Hometown”

Prescott is a mountain town less than two hours from Phoenix, rich in beauty and history. It is at an elevation of 5,400 feet above sea level, among granite mountains, lakes, streams, and rolling meadows. Residents enjoy four distinct seasons, with an average temperature of 70 degrees.

The natural beauty of the area attracts residents and visitors who enjoy outdoor activities such as rock-climbing, hiking, fishing, canoeing, and kayaking. Popular spots include Prescott National Forest, Watson Lake (a reservoir at the Granite Dells), Lynx Lake Recreation Area, the 2.5-mile Thumb Butte Trail, Goldwater Lake, and the Constellation Trails in the Granite Dells.

The [Downtown Historic District](#), Whiskey Row, and the courthouse, is a reminder that Prescott was once the territorial capital of the state. Rough-and-tumble saloons have given way to an entertainment district with restaurants, galleries, and specialty shops. In a nod to its heritage, Prescott is also home to the world’s oldest rodeo in the U.S., Prescott Frontier Days.

Performing arts draw audiences to the Elks Opera House Theater and Prescott Center for the Arts, a cultural venue and community center.

The Prescott Farmers Market is an open-air market that offers local produce and handmade and prepared foods that use Arizona products.

The Prescott Unified District serves 4,000 students, offering an early childhood center, three K-4 schools, one 5-6 school, one 7-8 middle school and one 9-12 high school. There are also several charter schools in the area.

In addition to Embry-Riddle, the Prescott area is also home to Prescott College and Yavapai College.

According to PayScale, the cost of living in the Prescott Valley area is 3 percent lower than the national average.

Prescott Points of Pride

- In 2020, for the fourth year in a row, U.S. News & World Report ranked the campus #1 among undergraduate aerospace/aeronautical/astronautical engineering programs (where a doctorate is not offered).
- The university was selected by Delta Air Lines to participate in the Propel program, which provides student pilots with a career path to becoming captains in as little as 42 months after graduation.
- Five Embry-Riddle faculty and student researchers were among the contributing researchers to LIGO, the Laser Interferometer Gravitational-Wave Observatory, which received the 2017 Nobel Prize in Physics.
- Engineering students launched EagleSat-1, a cube satellite, as a secondary payload aboard a Delta II rocket. Its mission was to study the satellite orbital decay and demonstrate the use of super capacitors for power rather than traditional rechargeable batteries. EagleSat-2 is now in development.
- Under a National Institute of Justice grant, researchers are conducting a multidisciplinary evaluation of school security technologies.
- The Golden Eagle Flight Team has long dominated the National Intercollegiate Flying Association (NIFA) Safety and Flight Evaluation Conference (SAFECON) competition, with 12 national wins.
- Embry-Riddle earned five conference championships in 2018-2019, competing in the championship round of all conference tournaments. The campus collected four Cal Pac Commissioner Cup titles in the past four years. Coaches have secured seven of eight conference Coach of the Year awards.
- Military Times ranks all three Embry-Riddle campuses among the best for military students and veterans. The Prescott Campus offers Air Force and Army ROTC programs, and a Marine Corps Platoon Leaders Course.

- The campus enjoys a close relationship with the community and co-hosts an annual airshow, Wings Out West, with the city of Prescott.

City Snapshot

The Chamber of Commerce reports that national publications have cited Prescott as a:

- “Green” City
- Top retirement destination
- Emerging art scene
- Clean air city
- Best place to live
- Top spot for job growth and economic vitality

OTHER EMBRY-RIDDLE CAMPUSES

Daytona Beach

Embry-Riddle’s other residential campus is located along Central Florida’s I-4 corridor, a short drive from Orlando and the Space Coast.

Serving more than 6,700 undergraduate and 800 graduate students from 50 states and nearly 100 countries, the Daytona Beach Campus is also home to the university’s administrative headquarters. Adjacent to Daytona Beach International Airport, the campus offers undergraduate and graduate degrees from four colleges: Arts & Sciences, Aviation, David B. O’Maley College of Business, and Engineering.

The striking new Mori Hosseini Student Union, at the heart of campus, has become an iconic image representing Embry-Riddle’s spirit of ingenuity. Daytona Beach is also home to the University’s research park, the John Mica Engineering and Aerospace Innovation Complex (MicaPlex). This state-of-the-art building is a 50,000-square foot innovation hub with ten specialized labs and a nearby subsonic wind tunnel.

Worldwide

Embry-Riddle Worldwide was established in 1970. Today it serves more than 23,000 students online and in classrooms globally. More than 130 locations and online courses deliver flexibility to students across the country and the world.

Led by a chancellor, the campus offers more than 50 undergraduate degrees, graduate degrees, and certificate programs. Degree programs include aviation, business, communication, computer science, emergency services, engineering, human factors, management, safety, security, logistics, and unmanned systems.

These diverse and dynamic programs support and connect students in a virtual learning community through web-based support groups and online forums. Embry-Riddle Worldwide also offers professional education programs to ensure the workforce builds critical skills.

In recognition of the quality of education and level of student engagement, *U.S. News & World Report* ranked Embry-Riddle No. 2 in their 2021 list of best bachelor’s degrees in the nation, and No. 1 in terms of the most outstanding online bachelor’s degree programs for veterans.

LEADERSHIP

In 2017, **Dr. P. Barry Butler** became the sixth president of Embry-Riddle Aeronautical University. Under his presidency, Embry-Riddle continues to expand discovery-driven degree programs and its research park is home to new aerospace innovation labs, technology transfer projects and startups. Butler has encouraged collaboration with industry, resulting in expedited hiring initiatives with leading aviation and aerospace industries. He is expanding the university's interest in aviation cybersecurity, aviation data analytics and autonomous vehicles. The university also created new partnerships to prime the aviation/aerospace pipeline.

Previously, Butler was Executive Vice President and Provost of the University of Iowa. He was responsible for more than 100 academic programs in 11 colleges. For ten years, he served as Dean of the College of Engineering. Butler is on the board of the Hoover Presidential Foundation and The Wings Club. He is a member of The Civic League of the Halifax Area. He is a private and glider pilot. He earned three degrees from the University of Illinois at Urbana-Champaign: a bachelor's in Aeronautical Engineering, a master's in Astronautical Engineering and a Ph.D. in Mechanical Engineering.

Dr. Anette M. Karlsson, a mechanical and aerospace engineer and a highly accomplished academic leader, is the Chancellor of Embry-Riddle Aeronautical University—Prescott. Previously, Dr. Karlsson served as a professor and dean of the Washkewicz College of Engineering at Cleveland State University.

A Fellow of the American Society of Mechanical Engineering, Dr. Karlsson earned her Ph.D. in mechanical and aerospace engineering at Rutgers University, within the area of applied mechanics. She completed her bachelor's and master's degrees at Linköping University in Sweden.

Dr. Karlsson conducted postdoctoral research at Princeton University before joining the University of Delaware, where she later became chair of the Department of Mechanical Engineering. Earlier in her career, she worked as a research/design engineer for Saab Missiles and Saab Aerospace, and as a technical attaché for Sweden's Embassy in the United States.

Her research interests focus on the thermo-mechanical properties of advanced materials with an emphasis on the durability of materials used in clean energy production. Dr. Karlsson has published more than 80 peer-reviewed international journal articles and she has been the primary adviser for more than 15 doctoral and master's degree students.

Dr. Karlsson's many honors and awards have included the U.S. Office of Naval Research Young Investigator Award, the University of Delaware's E.A. Trabant Award for Women's Equity as well as the Young Scholars Award of the Francis Alison Society and membership in the engineering honor society, Tau Beta Pi.

Dr. Kathleen B. Lustyk is the Vice Chancellor and Associate Chief Academic Officer of Embry-Riddle Aeronautical University—Prescott. Dr. Lustyk was previously Dean of the College of Arts and Sciences.

Prior to arriving at Embry-Riddle in 2017, Dr. Lustyk was a professor of psychology at Seattle Pacific University, where she was the Chair of the Department of Psychology. Her professional affiliations include the Western Psychological Association, the Society for Women's Health Research, and the Society for Psychophysiology Research. She holds a Ph.D. in Physiological Psychology with a specialization in Endocrinology from the University of Washington, Seattle.

In addition to supporting the Chancellor and academic affairs with respect to the academic mission of the University and the Prescott Campus, Dr. Lustyk provides leadership, oversight, and guidance to the academic deans and their colleges and programs as well as academic support functions such as the registrar's office, career services, college advising, study abroad, Undergraduate Research Institute (URI) and the Hazy Library. Dr. Lustyk also serves as acting chancellor when the Chancellor is on leave or professional travel.

Dr. Lustyk received the Outstanding Research Article from the Society of Gastroenterology Nurses and Associates in 2002, and the Faculty Advisor Appreciation Award from Psi Chi, the International Honor Society in Psychology in 1998, 1999, 2000, and 2015. She was named Professor of the Year for the School of Psychology, Family, and Community at Seattle Pacific University in 2009 and 2010. Dr. Lustyk also received a K18 Senior Scholar Career Award from the National Institutes of Health to study nuclear physics at the University of Washington and receive training in magnetic resonance imaging at Yale University.

STRATEGIC PLAN

Through a 10-month collaboration between students, faculty, staff, administration, and community stakeholders, Embry-Riddle created a [Strategic Plan \(2018-2023\)](#) that will help the institution stay true to its mission, advance its vision, and honor its values.

Following a series of internal assessments, analysis of best practices, and review of current opportunities, core teams proposed various strategic focuses and critical tasks aligned with five key pillars. All University stakeholders were invited to provide feedback through open forums and digital response platforms. The plan was endorsed by Embry-Riddle's Board of Trustees in March 2018.

Each of the five key pillars is supported by a Strategic Implementation Team (SIT), tasked with the ongoing identification of best practices, key goals, success metrics, and next steps. These teams remain responsible for implementing these goals within the timelines and budgets they established.

THE COLLEGE OF ARTS AND SCIENCES

The vision of the College of Arts and Sciences (CAS) is to develop well-rounded, self-reliant, independent, and critical thinking quality graduates who will positively influence the community, country, and globe.

In commitment to that vision, the College's mission is to graduate students who are profession ready. The College focuses on student success by offering high-level access to faculty mentoring, innovative as well as classic teaching methods, and transformational learning opportunities that empower students to achieve high goals.

These experiences and opportunities fortify the College's *values*, which include the acquisition of knowledge, open communication, diversity, inclusion, cutting-edge research, a passion for teaching, and life balance.

The College's faculty engage in professional consultation and/or scholarly activities that informs their teaching, discipline, and enhances the learning opportunities for students.

To learn more about the College's faculty and research projects, please visit:

<https://prescott.erau.edu/college-arts-sciences/faculty>

<https://prescott.erau.edu/college-arts-sciences/research>

Department of Behavioral and Social Sciences

Offering a Bachelor of Science in Forensic Psychology, Bachelor of Science in Industrial/Organizational Psychology, and Bachelor of Science in Human Factors Psychology, plus minors in Psychology and Engineering Psychology, the Department of Behavioral and Social Sciences helps students become tomorrow's leaders in the science of human behavior.

The undergraduate program in Industrial/Organizational Psychology emphasizes "Science for a Smarter Workplace" (the motto of the Society for Industrial & Organizational Psychology), building future leaders and scholars in the science of human behavior at work. I/O Psychology contributes to an organization's success by improving the performance, experience, job satisfaction, and occupational safety and health of the entire organization, as well as the overall health and well-being of its employees.

The undergraduate program in Forensic Psychology trains students in the biological, psychological and social factors at the intersection of human behavior and civil and criminal justice systems. Students seek to understand, describe, and predict behavior, evaluate the impact of our society and culture on behavior, and learn the tools needed to assess and assist others.

The degree in Human Factors Psychology focuses on human behavior, ergonomics, and human capabilities. The program allows students to develop the capacity to design, conduct, and apply human factors research to the design of simple and complex systems. The goal of the program is to educate and graduate professionals who are equipped for employment as human factors specialists or to continue their education in graduate school.

Using a scientist-practitioner approach to education, faculty work side-by-side with students on applied research, business consulting collaborations, and public outreach. Students have numerous opportunities to attend professional networking events, present at scientific conferences, work with local criminal justice entities, pursue internships, and engage with future colleagues. Faculty are active scholars and noted professional experts in their fields, and their primary focus is on the success of the students in these programs.

Students in Psychology programs at Embry-Riddle get engaged from day one in the program. Whether it's joining Psych Club, presenting at a scientific conference, partnering with a local justice center or mental health facility, working on a consulting project with a company, or conducting your own experiments with our faculty, Psychology at Embry-Riddle is hands-on learning and networking that helps puts students a step ahead. Additionally, Embry-Riddle is now a member of Psi Chi, the National Honor Society in Psychology.

To learn more about the department's degree programs, please visit:

<https://erau.edu/degrees/bachelor/forensic-psychology>

<https://erau.edu/degrees/bachelor/industrial-organizational-psychology>

<https://erau.edu/degrees/bachelor/human-factors-psychology>

Department of Biology and Chemistry

The Department of Biology & Chemistry gives students the opportunity to study biology and chemistry in a friendly, engaging environment.

The program provides a broad-based, rigorous scientific education with an emphasis on laboratory skills, field activities and hands-on training. The program is guided by the philosophy that biology and chemistry is something you "do," not just a set of dry theories, so students acquire analytical and laboratory-based research skills that position them for careers in forensics, biology, medicine, and related fields.

Additionally, students use professional grade instrumentation – what's found in the environments in which they'll work.

The department offers two degree programs:

B.S. in Forensic Biology

The Forensic Biology program combines the disciplines of biology, chemistry, and law to give students the basic laboratory skills and theoretical background required of investigators and leading professionals in forensic science laboratories, law enforcement, medical-related fields, research areas, and legal contexts.

To learn more about the B.S. in Forensic Biology, please visit:

<https://erau.edu/degrees/bachelor/forensic-biology>

B.S. in Applied Biology

The BS in Applied Biology provides students with foundational knowledge across the biological sciences, while also allowing them freedom to design their upper-level coursework to suit their interests in a diversity of career paths, from the human health sciences and pre-med, to careers in natural resources management, and those that align with aerospace and aviation. The dynamic nature of the program, with 20 hours of open electives, also encourages students to explore possible concentrations such as health science, ecology, wildlife science, or forensic biology along with a minor in unmanned aerial systems, psychology, accounting, cyber intelligence and security, finance or any other minor offered by the university that has 18 credit hours that do not overlap with the degree requirements of their major.

To learn more about the B.S. in Applied Biology, please visit: <https://erau.edu/degrees/bachelor/applied-biology>

Department of Humanities and Communication

Humanities and Communication teaches 65 percent of the general education courses, so every student comes through the Department of Humanities and Communication at least three or four times during their college career. In the process, they learn professional communication, critical reading, writing, and public speaking – all skills everyone needs in order to succeed in their career.

With technical knowledge but no understanding of how to set goals, negotiate conflict, and communicate, a student is likely to experience less success than those who learn how to express their emotions and positively interact within their own culture and others. Thus, the program offers courses in teamwork and leadership, ethics, and cross-cultural understanding.

The courses offered significantly add to students' career options. Courses like Technical Writing are essential to many students who work in engineering fields. Other Humanities and Communications courses—such as History of Rock and Roll or Science Fact and Science Fiction—simply offer students a chance to learn something interesting and enhance their quality of life.

The program has high-tech writing laboratories and hosts a variety of clubs that enable students to socialize while enjoying music, photography, and more.

To learn more about Humanities & Communication Programs, please visit:
<https://prescott.erau.edu/college-arts-sciences/humanities-communication>

Department of Mathematics

The Department of Mathematics offers the mathematics courses needed for all degree programs.

The department offers two degree programs:

B.S. in Data Science

The B.S. in Data Science offers students a unique educational experience of pairing the data science skillset with depth of knowledge in one of our many specialized domains, collaborating side-by-side with faculty. All courses will be project-based and structured around acquiring skills to answer questions about the real world. The cross-application to industry, government, and research settings is immediate.

To learn more about the program, please visit: <https://erau.edu/degrees/bachelor/bachelors-degree-in-data-science>

B.S. in Simulations Science, Gaming, and Animation

The degree prepares students to design and build virtual worlds using mathematical algorithms and technologies underlying aviation simulators, computer aided design (CAD) systems, computer animation software, streaming video networks, and computer games.

To learn more about the program, please visit: <https://erau.edu/degrees/bachelor/simulation-science-games-animation>

Department of Physics and Astronomy

The Department of Physics and Astronomy gives students a chance to study the fundamental laws of nature and their application to the exploration of the universe in a friendly, engaging environment. The department offers two degree programs: a Bachelor of Science in Space Physics (BSSP), which prepares students for careers in science and aerospace or for graduate programs in physics, astronomy and astrophysics, and a Bachelor of Science in Astronomy (BSA).

The Space Physics program provides a broad-based, rigorous physics education with an emphasis on space-related topics such as astronomy, optics, remote sensing, particle physics, and cosmology. The program is guided by the philosophy that physics is something you "do," not just a set of dry theories. Most Space Physics students complete a yearlong thesis research project during their senior year. In the process, they acquire analytical and laboratory-based research skills that position them for careers in physics, astronomy, and related fields.

The Astronomy program uses a combination of physics and astronomy classroom courses, along with hands-on laboratory courses, and courses where students use the Campus Observatory, to understand and explore the Universe. Graduates are prepared to enter a variety of industrial and basic science applications, as well as graduate programs in related fields.

The department's faculty is passionate about working with students to perform research in their areas of expertise. Students have completed projects in their chosen areas of physics, and many have collaborated

with the Aerospace Engineering faculty to study non-chemical spacecraft propulsion, rocket design, and similar topics.

For students engaging in undergraduate research, this is a rewarding experience that helps them with their career choices and adds critical impetus to their efforts to enter competitive graduate programs.

To learn more about the degree programs, please visit:

<https://erau.edu/degrees/bachelor/space-physics>

<https://erau.edu/degrees/bachelor/astronomy>

School of Business

Run by an independent director that reports to the Dean of CAS, the School of Business at Embry-Riddle's Prescott Campus offers four exciting Bachelor of Science (B.S.) core business degrees, including a B.S. in Aviation Business Administration, a B.S. in Global Business and Supply Chain Management, a B.S. in Business Administration, and a B.S. in Forensic Accounting and Fraud Examination. Business students complete a solid general education foundation and a rigorous business core encompassing several professional business components such as marketing, business finance, accounting, management, legal/social environment of business, economics, business ethics, international business, information systems, quantitative methods, and business policies. In the Fall of 2021, the School of Business will be combined with the College of Security and Intelligence to form a new academic unit.

To learn more about the degree programs, please visit:

<https://erau.edu/degrees/bachelor/aviation-business-administration>

<https://erau.edu/degrees/bachelor/global-business>

<https://erau.edu/degrees/bachelor/business-administration>

<https://erau.edu/degrees/bachelor/forensic-accounting-fraud-examination>

ROLE OF THE DEAN

Reporting to the Vice Chancellor and Associate Chief Academic Officer of the Prescott campus, the Dean is the chief academic and administrative officer of the College and is responsible for its strategic, operational, and financial leadership. The Dean sets priorities, directs academic planning, and works with departments to help them fulfill their academic missions. The Dean is also the chief advocate for the College in its relationships with the administration and in representing the College to external constituencies. The Dean prioritizes and administers an annual budget of \$8.9 million.

The following positions currently report directly to the Dean:

- Five Department Chairs (Behavioral and Social Sciences; Biology and Chemistry; Humanities and Communication; Mathematics; and Physics and Astronomy);
- One Director of the School of Business with an Administrative Assistant;
- Two high ranking military leaders in charge of Army ROTC and Air Force ROTC;
- One Associate Dean; and,
- One college Administrative Assistant.

The College of Arts and Sciences at Prescott is a vibrant academic community of 54 full-time and 30 part-time unique and diverse faculty members teaching in five departments. The next Dean also directs the commanders of the Army and Air Force ROTC groups and has the primary responsibility for the general education curriculum. Additionally, there is a School of Business currently under the auspices of the

College, which is run by an independent Director. In addition to providing service courses for the entire campus, the College has 13 undergraduate degree programs and 11 minors. Over 350 undergraduates are pursuing these degrees. Study Abroad and the Embry-Riddle Language Institute (ERLI) are housed within the Department of Humanities and Communication and report to the Associate Dean, as does the chair of the campus General Education Committee.

OPPORTUNITIES AND CHALLENGES

The next Dean will benefit from the College's excellent reputation, while also facing a number of opportunities and challenges that call for an entrepreneurial mindset and a deep facility with academic management.

Strategic vision. Working closely with faculty, staff, donors, among others, the Dean will create an inclusive strategic vision, which provides a clear direction for the future of the College and its place within Embry-Riddle and beyond. The Dean serves as the most important leader in this effort, as s/he serves as the key public face of the College and must effectively advocate for its work in a variety of internal and external contexts.

The Dean must reach out far beyond the campus walls and engage with a wide range of academic and civic leaders. The Dean will use these engagements to extend the impact of the College and its faculty and alumni. The Dean must cultivate and maintain strong partnerships locally and nationally and contribute to the dialogue on issues related to the College's disciplines broadly. The Dean must be an advocate for students, faculty, and alumni of the College, providing opportunities to engage them in important dialogues and highlight where they are already making significant contributions. The Dean must identify and foster new academic program opportunities that enhance the ERAU brand and lead to quality enrollment growth.

Build on strengths. The College impacts all students on the Prescott campus. Students fulfill their requirements and take core courses for the academic programs in the College. While the College is strong, there are opportunities for further development: enhancing undergraduate research, assuring that the liberal arts and sciences remain relevant to students' career goals, fostering additional opportunities for experiential education, connecting first-year students with the College's best faculty, and assuring that the College's commitment to high-quality teaching and research persists.

Faculty development. CAS is home to a very strong faculty, representing a diverse range of disciplines and interests. Supporting, recruiting, and retaining the best teachers and scholars and assuring that they are successful is critical. So, too, are decisions about allocation of new positions. The next Dean will play a key role in identifying resources and strategies for the further development of the College's faculty.

Recruit, develop, and retain a diverse and talented faculty and staff and ensure a welcoming and inclusive campus climate for all. The College offers the next Dean the opportunity to take full advantage of the impressive quality of its personnel; to advance the creative, entrepreneurial culture that drives research and discovery; and to provide vision and leadership for educational innovation and the services that support that innovation, driving student, faculty, and staff success. The Dean will devote considerable time and attention to the identification, recruitment, retention, and support of a diverse group of teachers, scholars, and staff who either are or could be leaders in their fields. S/he will actively pursue the goal of building a highly diverse and deeply talented faculty and staff, while ensuring a welcoming and inclusive climate among all constituencies within CAS.

Expand research. As the University continues to increase research and external research funding, CAS must continue to develop new research initiatives, especially those involving undergraduate students, and look to increase external support. The next Dean will need to work with and support faculty to meet this positive agenda.

New programs/new resources. To help realize the College's vision and key goals, the next Dean will be expected to establish a strong record of seeking and obtaining private resources to support students, faculty, and programs. In addition to securing external resources, the Dean will also be charged with continuing the University's momentum in developing high-impact degree programs to attract high-quality students and further utilize the expertise of faculty members.

Communication. The College's size and diversity of programs have always been strengths, both internally and externally. It is important for the next Dean to continue to play an active, engaged, and transparent role with the faculty, staff, and students. The Dean will need to be an advocate for the entire College, working cooperatively with the other Deans and University administrators across multiple campuses.

Building relationships. CAS is a caring community of faculty, students, staff, and administrators, working together for a common purpose. It is expected that the next Dean will provide a style of leadership that recognizes the central importance of working within and strengthening shared governance. Inherent in this effort is the need for the Dean to share information, facilitate communication among others, and ensure effective and timely decision making and action to further mutual respect, participation, and cooperation within the College and across the campus.

Quality and assessment, and reaccreditation. CAS and the University have a distinctive set of policies, programs, and services for which the institution has earned a well-deserved reputation for excellence. Like other institutions, Embry-Riddle needs to satisfy both internal and external expectations for strengthened assessment of programs. The next Dean will play a central role in these critical efforts. Related, Embry-Riddle is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACS). The next Dean will play a key role during a reaffirmation cycle for reaccreditation, providing leadership in helping to maintain a high-quality academic environment that protects and encourages the professional and academic accreditation of the College's academic programs.

Optimize enrollment and retention. As Embry-Riddle continues to develop the institution's strategic enrollment plan, the next Dean will actively work with College and University leaders to leverage its strengths and develop strategies for growth and strengthening of the student body by effective marketing, recruiting globally representative students, and increasing rates of persistence.

Understand and effectively communicate the College's budgeting and academic planning model. The next Dean will work closely with the finance team to effectively align the College's resource management model with an increasingly competitive and dynamic higher education marketplace. A clear, robust, and transparent budget and resource management process is vital to long-term competitive viability.

QUALIFICATIONS

The next Dean of CAS must possess an earned doctorate and a distinguished record in teaching, scholarship, and service that will command the respect of the academic community and merit the rank of full professor in one of the disciplines of the College. The next Dean will be 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. Additionally, the next Dean must have

a strong commitment to education in the liberal arts and sciences within the context of Embry-Riddle's strong niche and world-recognized leadership in aerospace and aviation.

Whether or not the next Dean is currently affiliated with an academic institution, they must have experience working with, and a deep understanding of, the complexities and nuances of the academic environment.

In addition, the ideal candidate will possess:

- A collaborative management style;
- Experience in reconciling differing opinions and developing solutions within a shared governance model;
- A record of achievement in furthering inclusive excellence, including proven ability to recruit, retain, and support diverse faculty, staff, and students;
- Analytical skills, especially experience with budgets;
- Demonstrated experience with strategic planning, extramural funding, assessment, accreditation criteria;
- An attention to details;
- Experience in recruitment;
- A commitment to private fundraising;
- A passion for higher education; and,
- An impeccable reputation for integrity and the highest standards of ethical behavior.

PROCEDURE FOR CANDIDATES

The review of candidates will begin immediately and continue until the position is filled. Nominations, inquiries, requests for the detailed position profile, and application materials, including a letter of interest, curriculum vitae, and the names of five professional references should be forwarded in confidence to:



Steve Leo, Partner
Matthew Bunting, Managing Associate
Storbeck Search
ERAUDeanAS@storbecksearch.com

For more information about ERAU–Prescott please visit: <https://prescott.erau.edu/>

ERAU is committed to being a global leader in diversity and inclusion in higher education. It continually strives to recognize, respect, and celebrate the differences and cultural identities among individuals as the institution recruits, supports, and embraces its diverse community. ERAU works to provide a safe environment where self-expression is welcome. ERAU strives to create a campus climate free of discrimination so that networks, partnerships, and cultural competency continue to be fostered through leadership, integrity, care and respect.

