



Dean, School of Liberal Arts and Sciences

Brooklyn, NY

November 2021

The Institute

Pratt Institute gives the creative leaders of tomorrow the knowledge and experience to make a better world. A top-ranked college with opportunities in art, design, architecture, liberal arts and sciences, and information studies, Pratt offers nearly 50 undergraduate and graduate degree programs. The Institute's impact expands beyond its 25-acre residential campus in Brooklyn to cutting-edge facilities throughout the borough, a landmark building and public gallery in Manhattan, as well as an extension campus, PrattMWP College of Art and Design in Utica, New York. Since its founding in 1887, Pratt has prioritized diversity and inclusion, welcoming students from all walks of life while developing and sustaining pathways to more equitable workplaces and careers. Today, Pratt and its exceptional faculty pride themselves on being academically excellent as well as adaptable to both in-person and online learning. Pratt students are part of a collaborative, interdisciplinary, research- and inquiry-based education that prepares them for professional and personal success in creative fields and with the goal of contributing to a more just and sustainable world. With a long-held commitment to the communities of New York, Pratt offers a variety of programs for local pre-college and continuing education students in the Pratt Center for Community Development, the Center for Art, Design and Community Engagement, the Pratt Center K-12, and the School for Continuing and Professional Studies. The value of a Pratt education is evident in its graduates' diverse and thriving careers, where their designs, art, work, and environments have reimagined our world. In over 75 countries across the globe, Pratt's 61,000 alumni are advancing the creative economy and making a positive impact through their remarkable work and research.

The School of Liberal Arts and Sciences

The School of Liberal Arts and Sciences comprises five departments (History of Art and Design, Humanities and Media Studies, Math and Science, Social Science and Cultural Studies, and Writing) offering undergraduate and graduate degree programs in art history, writing, critical and visual studies, and media and performance studies. The School also offers a number of disciplinary and interdisciplinary minors, and every undergraduate student at the Institute takes a required General Education program that is also offered through SLAS. SLAS faculty teach approximately a quarter of all credits offered per term. Finally, SLAS has also nurtured the development of centers for faculty research (Center for Material Science and STEAMplant Initiative) and houses academic support services (Writing and Tutorial Center and programming for English language learners). Its 57 full-time and approximately 200 part-time faculty are distinguished scholars and writers in their fields.

The Position

In the next Dean of its School of Liberal Arts and Sciences, Pratt seeks a candidate with a significant record of scholarly and/or creative accomplishment whose administrative career continues to be driven by intellectual commitments to the disciplines in question, and to innovative and cross-disciplinary inquiry and pedagogy.

The school's next Dean will provide strategic, forward-looking vision and leadership, grounded in an understanding of academic excellence as intrinsically tied to the diversity and creativity of its community. The Dean will be committed to working collaboratively with leadership across the Institute, and with the School's faculty and staff, to define, develop, implement, and advance strategic plans for achieving the goals of the School and of the Institute. The Dean will serve as the chief academic and administrative officer for the School and will lead efforts around planning, evaluation, accreditation, pedagogy, curriculum, research, student and faculty recruitment and retention, development, and financial management. The Dean will be a passionate advocate for the School and its role within its unique context, shaping and sharpening its distinctive identity while also developing the possibilities for collaborative work within the School and across the Institute.

Responsibilities

Academic Leadership

- Act as chief academic and administrative officer for SLAS and all its constituent programs, strengthening the departments and programs within while leading it to its next chapter.

- Work with faculty and department chairs to develop and support the School's distinctive identity, and also to ensure that the School is well integrated into Pratt's educational ecosystem.
- Work with faculty and School committees to ensure high-quality academic programs and up-to-date curricula for all programs.
- Promote interdisciplinarity through programming, projects, and connections across disciplines both within the School and with other Schools and their departments.
- Create ongoing opportunities for pedagogical advancement and innovation, with attention to the multiple modes (in person, hybrid, online) in which courses and programs may be offered.
- Engage in development activities in collaboration with Institutional Advancement.
- Engage in service at various levels (Institute, School, professional community, and community service).

Faculty and Students

- Lead the development of a strong and diverse faculty, overseeing hiring, recruitment, development, and promotion activities in accordance with the faculty union contract and faculty handbook.
- Support faculty research and creative activities within the School and through partnerships with the Office of Research and Strategic Partnerships.
- Oversee the recruitment, admission, and retention of a strong and diverse student body, in collaboration with Office of Admissions and Enrollment.
- Advance the work of academic support systems that currently run under the School's auspices, including the Writing and Tutorial Center and programming for English language learners.
- Manage student concerns or issues in accordance with Institute policies and procedures.

Planning, Assessment, and Accreditation

- Lead data-informed School planning efforts that address stakeholder needs, as well as assessment of plan outcomes, adjusting course as needed.
- Ensure ongoing program assessment and use of assessment data for continuous improvement.
- Ensure ongoing assessment of student learning and use of assessment data to strengthen student outcomes.
- Practice transparency and openness in communications and decisions with stakeholders.
- Participate in key Institute accreditation efforts.

Administration

- Lead, manage, and evaluate administrative staff.
- Appoint, evaluate, and collaborate with chairs and program coordinators to ensure excellent leadership of academic programs.
- Oversee all School budgets and ensure proper financial stewardship.
- Oversee all School communications, including web and print content.
- Lead efforts to enhance School facilities, including technological systems for the advancement of teaching, learning, research, and creative work.

Qualifications

Requirements for the position include:

- a terminal degree in a relevant School of Liberal Arts and Sciences field from an accredited institution;
- an accomplished record of scholarly/creative activity, related to the School's disciplines commensurate with tenure at the level of full professor; and
- significant academic administrative experience.

Additionally, the next Dean will demonstrate many of the following skills and abilities:

Leadership and Management

- Demonstrated leadership capacity accompanied by inspiration, collegiality, sound judgment, and discretion.
- Demonstrated capacity to establish strategic organizational direction; to develop organizational plans, policies, and priorities; to advocate and garner resources to support those priorities; and to assess progress toward achievement of those goals.
- Ability to effectively use managerial principles and practices, including strategic planning and continuous quality improvement.
- Committed to transparency in budget development and allocation.
- Demonstrated capacity to lead pedagogical development of faculty and curricular development of programs, along with assessment of student learning outcomes.
- Demonstrated leadership competency in multicultural educational environments.
- Experience working with a unionized faculty.

Communication

- Demonstrated advocacy skills, including the ability to articulate School values and priorities internally and to a wide range of audiences. This would include the ability to discuss identity issues and differences related to gender, sexuality, class, race, religion, ethnicity, ability, language, etc., not just in theory but in terms of institutional practices and concrete examples.
- Evidence of superior interpersonal and communication skills that reflect clarity of expression and effectiveness in listening to, and working with, diverse groups in a complex organizational setting.
- Evidence for transparency of practice and ability to facilitate decision making via consensus.

Faculty, Curriculum, and Higher Education Context

- Demonstrated ability to develop collaborative relationships and partnerships with faculty, staff, and academic leadership; to build strong relationships with faculty; and to mentor them.
- Demonstrated understanding of, and ability to lead the School in implementing higher education academic accreditation and assessment standards and procedures.
- Demonstrated ability to facilitate cross/interdisciplinary teaching and research, supporting the complementary and synergistic relationships between departments.
- Ability to oversee and guide an interdisciplinary General Education program for undergraduates, alongside the capacity to manage graduate programs.
- Record of curricular and programmatic implementation and ability to articulate the practical trajectory from idea to reality, including the issues of resources, i.e. money and time.
- Record of working with and promoting demographic inclusion in higher education institutions.
- Knowledge of national efforts to advance initiatives pursued in the liberal arts and sciences, and an understanding of how to engage with those efforts at Pratt.
- Vision of the role of the liberal arts and sciences, and written and performing arts, within an art and design school context; interest in fostering the continued co-evolution of the liberal arts and sciences in dynamic relationships with art, design, and architecture.

Students

- Demonstrated commitment to diversity and inclusion efforts and the creation of a culturally responsive learning environment.
- Experience supporting the needs of international students and English language learners.
- Experience developing proactive and holistic student success and support practices, via partnerships with other campus offices.

Development and Partnerships

- Demonstrated ability to raise external funds for student scholarships, facilities, research, teaching, and learning.
- Demonstrated ability to develop partnerships with NYC institutions and beyond (local, national, and global) for enhancing research, teaching, and learning.

Application Instructions

We are committed to advancing diversity and inclusion in our curriculum as well as in the ranks of our faculty, students, and staff and seek applicants who can contribute to the furtherance of these goals. To apply please submit a cover letter, CV, and a statement describing how you have worked to promote diversity, equity, and inclusion in your career and how you plan on continuing to do so here at Pratt.

Pratt is partnering with Storbeck Search to identify its next Dean of the School of Liberal Arts and Sciences. Please send all queries, nominations and applications to:



Susan VanGilder, Managing Director
Holly Jackson, Managing Associate
Storbeck Search
PrattDeanLAS@storbecksearch.com

Equal Employment Opportunity Statement

We are an equal opportunity employer and do not discriminate in hiring or employment on the basis of race, color, religion or belief, national or ethnic origin, citizenship, marital or domestic partnership status, sexual orientation, gender identity or expression, age, disability, military or veteran status, or any other characteristic protected by federal, state, or local law. Pratt Institute recognizes and values the benefits of a diverse workforce.