



## Dean, College of Arts and Sciences

Quinnipiac University invites nominations and applications to serve as the dean of the College of Arts and Sciences. The next dean will join a community of learners dedicated to student success at Quinnipiac and beyond. The College seeks a visionary leader who can bring innovative ideas and advocate for a liberal education as the foundation of the students' futures as enlightened global citizens and professionals.

### QUINNIPIAC UNIVERSITY

Quinnipiac University (QU) is a private, coeducational, nonsectarian institution located 90 minutes north of New York City and two hours from Boston. The university enrolls 7,000 full-time undergraduate and 3,000 graduate and part-time students in 100 degree programs through its Schools of Business, Communications, Education, Engineering, Health Sciences, Law, Medicine, Nursing and College of Arts and Sciences. Quinnipiac consistently ranks among the top regional universities in the North in U.S. News & World Report's America's "Best Colleges" issue.

Quinnipiac has been named a "Great College to Work For" as determined by a comprehensive industry survey.

An education at Quinnipiac prepares graduates for 21st century careers and citizenship, creating an inclusive, excellence-driven community, nurturing and positively impacting internal, local and global communities and fostering lifelong connections and success. The University is committed to educating a diverse student body to become valued and contributing members of their communities through vital and purposeful educational programs.

Students engage with real-world issues through practice and consideration of different perspectives. The University's innovative curriculum further prepares undergraduate and graduate students to understand their roles and responsibilities as members of the Quinnipiac community as well as the larger national and global communities.

The University combines academic rigor with career orientation, prioritizing experiential, applied learning to graduate extraordinarily well-prepared professionals in their fields. QU's network of nearly 50,000 alumni and their success prove the value of a Quinnipiac education every day.

Quinnipiac has undergraduate students from 43 states and 53 countries. Many of QU's programs are nationally ranked based on their academic effectiveness and innovation. As an institution, Quinnipiac ranks 153<sup>rd</sup> among national universities by *U.S. News & World Report*.

Quinnipiac's Mount Carmel, York Hill, and North Haven campuses host the University's 10,000 students. The campuses are geographically close and students and faculty travel between the campuses each day. The Mount Carmel campus is home to most first- and second-year student housing, the Carl Hansen Student Center, the Arnold Bernhard Library, and many academic classrooms, laboratories, and College of Arts and Sciences faculty offices.

The North Haven campus is home to Quinnipiac's undergraduate and graduate programs in education, health sciences, law, medicine and nursing. The five professional schools are located in adjoining buildings that facilitate inter-professional learning. Picturesque recreational, residential, and group meeting spaces are the thrust of the York Hill campus's identity. The University's accomplished athletics teams practice and compete at venues spread across the Mount Carmel and York Hill campuses.

Quinnipiac's mission is supported by a \$557 million endowment, and the fiscal year 2020 operating budget is \$527 million.

## LEADERSHIP

Judy D. Olian, PhD, became president of Quinnipiac University in July 2018. Prior to joining Quinnipiac, she served as dean of UCLA Anderson School of Management and John E. Anderson Chair in Management for 12 years. Under her leadership, UCLA Anderson hired a record number of faculty, expanded its prestigious Board of Visitors, and raised more than \$450 million for students and faculty support, innovative programming and capital improvements.

Before UCLA, President Olian was dean and professor of management at the Smeal College of Business at the Pennsylvania State University, and professor and senior associate dean at the Smith School of Business at the University of Maryland. She also served as the chairman of the Association to Advance Collegiate Schools of Business (AACSB International).

President Olian has widely published in journals on human resource management, top management team composition, and the business alignment of management systems. She has a bachelor's degree in psychology from The Hebrew University of Jerusalem, and a master's and PhD in industrial relations from the University of Wisconsin, Madison.

The next dean of the College of Arts and Sciences will report to the Provost Debra Liebowitz and work closely with the academic leadership team, as well as all members of the President's Leadership Council, to ensure the vibrancy of the College of Arts and Sciences and its close connections to the University as a whole.

## STRATEGIC PLAN

President Olian launched "[The University of the Future](#)" strategic plan in 2019. The ambitious plan is anchored in Quinnipiac's identity as a community enriched by ideas, committed to inclusive excellence

and nurturing its communities at all levels, and dedicated to preparing graduates as enlightened global citizens equipped for the challenges and opportunities of 21st-century careers. Quinnipiac creates bold and intellectually curious lifelong learners, innovators, and explorers. Quinnipiac is committed to partnering with employers around their evolving talent and technological needs and to lifting the communities in which they live. Across all nine of the University's Colleges and Schools, Quinnipiac champions the values that have propelled it from a storied past toward an ambitious, inclusive, and innovative future.

"The University of the Future" is notable for the precision with which the plan's goals are defined. All members of the Quinnipiac community can see with clarity the path for realizing the plan's four goals. The dean of the College of Arts and Sciences will have the unique and important role of developing and tethering initiatives to "The University of the Future" in the years ahead.

## **THE COLLEGE OF ARTS AND SCIENCES**

The College of Arts and Sciences is the largest College at Quinnipiac and has the most diverse set of programs. The College of Arts and Sciences (CAS) combines knowledge, skills, and perspectives from across the humanities, arts, and social and natural sciences. CAS graduates are systems thinkers who learn to solve problems and work across society, not just in a particular field.

Equipped with integrated and interdisciplinary learning tools, graduates have the ability to see the world through multiple lenses, making them adaptable and versatile – traits that are essential for overcoming the challenges we face as a nation and world, and highly valued by employers in every industry.

The College of Arts and Sciences curricula emphasize four key pillars to prepare graduates for the demands of an evolving world and job market: applied and experiential learning, 21st-century professional skills and literacies, integrated and interdisciplinary thinking, and a 360-degree advising structure.

The College has a particularly important role to play in the academic life of the University and in implementation of the University's strategic plan since the overwhelming majority of all undergraduate students' first and second year courses are taught by Arts and Sciences faculty. In essence, the College is both the liberal arts core of the institution as well as a key player in professional education at Quinnipiac.

According to data collected in 2019, 42% of the College of Arts and Sciences graduates were employed and 55% of graduates were attending graduate school within six months of graduation. In the Fall of 2018, the College of Arts and Sciences enrolled 1,784 undergraduate students across 20 programs, with a portion undeclared. CAS's undergraduate majors include

- Behavioral Neuroscience
- Biochemistry
- Biology
- Chemistry
- Criminal Justice
- Data Science
- Economics
- English
- Environmental Studies
- Game Design and Development
- Gerontology
- History
- Independent Majors
- Interdisciplinary Studies
- Law in Society
- Mathematics
- Philosophy
- Political Science
- Psychology
- Sociology
- Spanish Language & Literature
- Theater

The College's [33 undergraduate minors](#) complement the major areas of study for students across the University. Additionally, a [Master of Science in Molecular and Cell Biology](#) is offered through the College of Arts and Sciences. Quinnipiac also hosts [10 dual-degree programs](#) that are popular among CAS students and utilize the expertise of the College's distinguished faculty.

## Faculty

Quinnipiac's College of Arts and Sciences full-time faculty include 107 tenure stream and 31 teaching faculty. The faculty in the College of Arts and Sciences are committed to the personal and professional success of every student. As passionate scholars who are accomplished in their own fields, the faculty see exceptional teaching as their top priority. Small class sizes, approachability, and a close-knit community create the kind of supportive, enriching environment that fosters student development and thriving. CAS faculty members are personally invested in helping students develop into civic leaders and thriving professionals.

## CAS360

Quinnipiac stands out among institutions of higher education in embracing the notion that students matriculate for opportunities for intellectual engagement *and* [career preparation](#). Today's career market requires that potential hires come prepared with the necessary combination of skills, literacies, and immersive and applied learning experiences to thrive in the complex marketplace. To help guide students toward achieving this goal, CAS built a new Advising Commons in the College of Arts and Sciences complex to facilitate the College's unique advising model, [360 Degree Advising](#), which integrates academic and career advising. Students can gain advice and guidance to prepare for meetings with their faculty advisors by learning about potential programs of study, experiential learning, career exploration and planning, job and internship search, finding courses and drafting a schedule, and exploring study away options. This approach is how CAS alumni find their place among the 96% of Quinnipiac alumni who have either secured a full-time career that utilizes their passions and skills or who are enrolled in graduate school six months after graduation.

## Facilities and Locations

The Dean Robert W. Evans College of Arts and Sciences Center, situated in the shadow of Sleeping Giant State Park and the Mount Carmel Campus pine grove, is the nexus of the College. It houses student-centered classrooms and other resources. It is also the home of Montage, the student-run literary and arts journal, the Quinnipiac Literary Society, the Collaborative for Interdisciplinary/Integrative Studies, and the Prison Project. Quinnipiac's off-campus Theatre Arts Center showcases QU's talent to the greater community every year during the mainstage season, while the Albert Schweitzer Institute brings Nobel Laureates to campus to broaden student understanding of the socioeconomic issues facing the global community. Buckman Center, Tator Hall, and the Echlin Center are additional venues on the Mount Carmel campus that foster student development intellectually, creatively, and professionally.

Students in the College of Arts and Sciences have an array of opportunities to study beyond the immediate campuses of the University. Quinnipiac boasts programs of varying lengths in [Los Angeles](#) and [Washington DC](#) that welcome CAS students. International study opportunities span the globe, and CAS faculty and advisors work with students to find programs and locations that spur new horizons and possibilities for place-based learning.

## OPPORTUNITIES AND CHALLENGES

The dean is the chief academic and executive officer of the College of Arts and Sciences. The dean reports directly to the Provost and has 18 direct reports, including two associate deans and 13 department chairs, overseeing a staff of 26. The dean plans and administers the College's annual budget of \$29 million.

The incoming dean will lead a College with a vibrant community of collegial faculty and staff. The dean will engage in the following opportunities and challenges in line with Quinnipiac's vision of becoming "the University of the Future:"

**Provide vision, leadership, and an inclusive identity for the College:** Quinnipiac has begun a new strategic plan in which the College of Arts and Sciences plays a central role. The next dean will have the opportunity to bring a vision of how the College of Arts and Sciences will remain at the core of the University, help to shape the College's identity within a comprehensive institution, and promote a culture of inclusive excellence for students, faculty, and staff. Building on the College's strong foundation, the dean will work with the faculty and staff to enhance students' sense of connectedness and distinctiveness for students who major in a CAS field. This effort will extend to the College's faculty and staff as well. The dean will continue to articulate the value of a liberal education and its value to multiple audiences within the University, as well as to parents, students, and the greater community and nation.

**Implement the new decentralized budget model:** Quinnipiac is in the process of transitioning to a decentralized budget model where the deans of each College/School will have significant responsibility and ownership over the development and execution of their budget. The dean of CAS will have the opportunity to be at the forefront of this transition and the ability to construct

a budget that will be aligned with the strategy of the College. The dean provides leadership in using the budget to drive both strategic initiatives and day-to-day operations. This requires a particular focus on increasing revenues through enrollments, strategic partnerships both on and off campus, and through research grants and fundraising efforts to create a positive resource base for future strategic investments.

**Enhance programs while streamlining internal processes and procedures:** The College of Arts and Sciences has implemented a robust and nationally recognized 360-degree advising program. The program supports student development in their immediate studies and in the array of professional directions that could follow after graduation. The dean will seek to continue to create innovative programs and processes to help enhance the student experience as well as support the faculty and staff. At times, this could include fostering opportunities for program revitalization. The dean will meet these opportunities and challenges while incorporating best practices in institutional operations. The dean will exercise creativity and work with campus leadership to find solutions to existing impediments.

**Address space and facilities constraints:** The College has outgrown its existing space and will look to the next dean to be strategic about space allocation and future requests for facilities. Given varying needs—from labs for the sciences to studios for the arts to technology-ready classrooms for the humanities to flexible spaces for interdisciplinary endeavors—the dean will be a strong advocate in updating the CAS facilities as well as working with the leadership on the current master planning process. The new strategic plan is an opportune vehicle for these important efforts.

**Foster interdisciplinarity and connections across the arts and sciences portfolio and across the University's other eight Schools:** The College of Arts and Sciences offers a number of interdisciplinary majors and minors, and an independent major and minor that students design with the support of advisors. The dean will encourage the growth of new and existing interdisciplinary programs and nurture the College's culture where these developments are celebrated. The dean will help to bridge connections among departments, disciplines, and Schools across the Quinnipiac campuses.

**Support diversity and inclusion:** In support of the University's strategic goal, the College of Arts and Sciences will strive to increase diversity in all its forms and support inclusive excellence. As the curricular building block for all undergraduate areas of study, the dean will work with the faculty to ensure that the Arts and Sciences courses and curricula manifest the University's inclusive excellence goal. The dean will also seek to build the student, faculty, and staff populations to be more representative of diverse backgrounds, abilities, and viewpoints.

**Collaborate with internal and external constituencies:** The College of Arts and Sciences plays an integral role in the University by providing educational opportunities to all undergraduate students at the University in their first several years of study. As a key leader at the University and in the community, it is essential that the dean communicate and collaborate effectively with other deans, administrative leaders, faculty, staff, and other stakeholders. The dean will also play an

important role in working with external constituencies on community engagement, fundraising, and mutually beneficial partnerships including partnerships that facilitate experiential learning opportunities. The CAS dean is well positioned to initiate and nurture community engagement efforts that support underserved members of local communities. Leadership in this area will sustain an important point of connection between the College of Arts and Sciences and Quinnipiac's surrounding communities.

## **DESIRED QUALIFICATIONS AND CHARACTERISTICS**

The successful candidate will have many of the following professional qualifications and personal characteristics:

- An approachable, inclusive, engaging, and transparent leadership style;
- A student-centered approach to education with a demonstrated commitment to student success;
- Entrepreneurial capabilities with a record of innovation;
- Financial acumen and experience managing a budget, ideally in a decentralized environment;
- Experience working with external constituencies, including alumni, employers, community members, donors, etc., and with the ability to form meaningful partnerships and generate resources;
- A collaborative style and demonstrated experience working across disciplines with a commitment to interdisciplinarity;
- Strong communication and perceptive interpersonal skills, including excellent oral and written communication skills, strong listening skills, as well as empathy and respect for diverse viewpoints;
- Dedication to faculty engagement and shared governance, including thoughtful discussion with faculty to envision and implement institutional change;
- A commitment to support faculty efforts in scholarship, creative work and teaching;
- A keen understanding of the evolving perceptions and national trends related to the liberal arts;
- Capability to be a dynamic and influential advocate for the College, its faculty, and its academic programs, both internally and externally;
- A strong commitment to diversity, equity and inclusion, and a record that evidences success in enhancing these principles;

- A sense of humor and adventure, and the ability to adapt in a rapidly changing environment; and,
- A terminal degree in an Arts and Science field with credentials to merit tenure.

For best consideration, please send all nominations, expressions of interest, and applications electronically and in confidence to:



Jim Sirianni, Partner  
Lindsay Allison, Senior Associate  
Storbeck Search

[QuinnipiacDeanCAS@storbecksearch.com](mailto:QuinnipiacDeanCAS@storbecksearch.com)

*Quinnipiac University, an Equal Opportunity Employer, has a strong commitment to the principles and practices of diversity throughout the university community and welcomes candidates who would enhance that diversity. Quinnipiac offers a great work environment, challenging career opportunities, competitive compensation, and a comprehensive benefit program.*