

CMU

CENTRAL MICHIGAN
UNIVERSITY

Invites Applications and Nominations for the
Position of:

Dean of the College of
the Arts and Media



Greenwood/Asher
& ASSOCIATES

The Opportunity

Central Michigan University (CMU) invites applications and nominations for the position of dean of the College of the Arts and Media (CAM). The dean of the College of the Arts and Media is responsible for all operations of the College and provides leadership regarding graduate and undergraduate education and national caliber research and creative works both on- and off-campus. The dean reports to the executive vice president/provost and is a member of the Council of Deans, Academic Senate, and Academic Planning Council.

The Role of the Dean of the College of the Arts and Media

The dean works closely with the other academic college deans, and the senior vice provosts, as well as other administrative leaders, department chairs, and program coordinators. The academic units that comprise the College include the Departments of Art and Design, Communication, Journalism, and Theater & Dance and the Schools of Broadcast & Cinematic Arts and Music. In addition, the College houses significant interdisciplinary programs in Integrative Public Relations; Musical Theatre; Marching Band; and Multimedia Design. Additionally, the dean and other CMU leaders are responsible for encouraging and supporting the growth and development of faculty, staff, and students to advance CMU's culture of excellence.

The new dean will be responsible for:

- › Developing and articulating a vision for the arts and media studies within the College that is consistent with the university's overall vision and mission; encouraging support for that vision from within the College; leading strategic planning efforts; and working with others to implement change.
- › Advancing the university's commitment to diversity and inclusion.
- › Building and sustaining an inclusive and equitable working and learning environment for all students, staff, and faculty.
- › Serving as an advocate for the departments and programs in the College and developing and supporting new undergraduate and graduate programs that contribute to the development of talented professionals and practitioners while fostering critical thinking and a lifelong appreciation of the arts, music, theater, media, design, and communication.
- › Providing sound fiscal leadership and being a fiscally responsible steward of university resources.
- › Demonstrating a commitment to academic excellence, attracting a diverse and academically talented student body, and raising standards for student performance.
- › Advocating for students and the continual expansion/evolution of experiential, personalized, cutting-edge learning experiences in the classroom and beyond.
- › Advancing diversity and promoting a culture of acceptance, respect, and inclusion in the classroom, in scholarship, and in service.
- › Facilitating interdisciplinary collaboration both within the College and between the College of the Arts and Media and other colleges.

- › Providing opportunities for students to study abroad through vehicles such as faculty-led programs, study abroad scholarships, and global internships.
- › Managing enrollments by balancing market needs, faculty resources, faculty to student ratios, and SCH projections in adherence with accreditation standards.
- › Encouraging new and innovative programs in the arts and media studies, especially in emerging interdisciplinary areas.
- › Promoting and advocating for venues that highlight student and faculty initiatives and programs especially those that highlight specific careers (e.g., art gallery, broadcasting program, and theatre).
- › Working with school directors, department chairs, and faculty to successfully recruit, retain, and foster the professional development of a diverse faculty that is strongly committed to excellence in teaching, research and/or creative activity, and service.
- › Advancing the amount of relevant and prominent research and/or creative activity and external funding activity.
- › Fostering participation, through personal involvement, with student recruitment, retention, and graduation initiatives.
- › Developing and maintaining successful relationships with funding entities to advance research and/or creative activity and other functions, including with federal agencies.
- › Strengthening and broadening alumni and community relations.
- › Advancing the development/fundraising portfolio for the College.
- › Cultivating and providing stewardship for corporate and foundation relationships.
- › Promoting local, state, regional, national, and international partnerships.
- › Working productively within the parameters established by the several collective bargaining agreements with members of the faculty and staff.
- › Collaborating on the development and application of personnel policies and procedures within the College and ensuring appropriate compliance.
- › Enabling collaborative and transparent decision-making within the College and the broader university setting.
- › Leading by example through demonstrating the highest standards of personal and professional integrity.

Qualifications

The dean reports to the executive vice president/provost and is a member of the Council of Deans, Academic Senate, and Academic Planning Council. The ideal candidate should possess the following qualifications:

Supervision Exercised

- › Supervisors are expected to support the Leadership Standards of Central Michigan University and foster a culture that inspires excellence. The Leadership Standards are designed to “define how we lead and treat others in our teams.” Further, the Leadership standards indicate, “As leaders, it is our responsibility to seek input from our teams to continuously improve leadership abilities and demonstration of the standards.

Additionally, it is our responsibility to encourage and support the growth and development of those whom we lead. At CMU, we encourage employees to grow both personally and professionally, and thus advance CMU's culture of excellence."

Minimum Qualifications

- › Terminal degree in any of the disciplines offered within the College
- › Academic achievements appropriate for appointment as a tenured full professor in a unit within the College
- › Previous leadership experience as a school director, department chair, or experience in a similar administrative position
- › Demonstrated experience in budgeting and financial planning
- › Evidence of innovative program development
- › Evidence of effective oral, written, and interpersonal communication skills
- › Demonstrated commitment to diversity, equity, and inclusion
- › Demonstrated commitment to shared governance

Preferred Qualifications

- › Successful record of securing external funding, including both alumni fundraising and corporate and foundation support
- › Demonstrated commitment to and support for academic technologies relevant to College operations
- › Demonstrated interest in promoting and fostering distance and online education programs
- › Experience establishing and maintaining collaborative relationships at the university level
- › Demonstrated commitment to advocacy for the disciplines represented within the College
- › An understanding of and commitment to public higher education, its faculty, and its students
- › Experience working in a collective bargaining environment
- › Experience with research, assessment, and accreditation

About the College

The CMU College of the Arts and Media (CAM) offers students programs that will enrich their ability to think creatively and critically as well as share their passion. CAM's mission indicates, "We are a community of artists, scholars, students, and educators who advance knowledge through innovative research, enrich lives by exploring the beauty and power of narrative and the arts, and strengthen our communities by engaging issues essential to global citizenship." In operationalizing that mission, the [2017-2022 College of the Arts and Media Strategic Plan](#) has structured priorities and objectives around the imperatives of nurturing student experience, fostering research and creative activity, understanding the importance of collaboration, strengthening partnerships, and establishing an international presence.



COLLEGE OF THE
ARTS & MEDIA
CENTRAL MICHIGAN UNIVERSITY

CAM offers nine undergraduate and three master's programs. The College houses six separate academic departments and schools as well as three interdisciplinary programs:

- › Department of Art & Design
- › School of Broadcast & Cinematic Arts
- › Department of Communication
- › Department of Journalism
- › School of Music
- › Department of Theatre & Dance
- › Integrative Public Relations
- › Marching Band
- › Multimedia Design
- › Music Theatre

About Central Michigan University

Central Michigan University is in its second century as an institution of higher learning focused on student-centered education.

Central opened its doors on September 13, 1892, as the Central Michigan Normal School and Business Institute, with classes in teaching, business, and stenography. At that time, few of the state's teachers received any formal training in teaching, so school founders made teacher training their mission in founding the state's second normal school.

Thirty-one students attended classes in second-floor rooms over an office on the corner of Main and Michigan streets in downtown Mount Pleasant. Most students at the time were eighth-grade graduates, attending the "Normal" for a few weeks or months prior to beginning their careers as teachers. Within the first two years, land was acquired, and a \$10,000 Normal School Building was constructed where Warriner Hall now stands.

Since then, the School has undergone significant growth and change, yet remains committed to preparing students for personal and professional success, as well as civic engagement, throughout their lives after graduation.

In 1893, it became known as Central Michigan Normal School.

In 1895, the Michigan State Board of Education assumed control of the School, which had grown to 135 students, renaming it Central State Normal School. The transition to the new name was fluid, with many holding onto the title of Central Michigan Normal School for a few years.

Students and Alumni:

- › Enrollment: 15,412, with several thousand enrolled online.
- › Student to faculty ratio: 18:1
- › Scholarships and financial aid: nearly \$228 million in aid awarded annually
- › Alumni: 235,000+

Accolades:

- › \$1.2 billion impact on Michigan's economy
- › 12,000 Michigan jobs created as result of CMU's impact
- › 137th College of Medicine
- › 1st neuroscience undergraduate degree program in Michigan
- › One of the only universities in Michigan with an undergraduate degree in meteorology
- › 1st public university in the Midwest with MakerBot Innovation Center
- › 150+ CMU study abroad programs in more than 40 countries

By 1898, enrollment had more than tripled to 450 students. In January 1906, the Normal School surpassed 1,000 graduates.

From Central's early years, alumni were making international impacts, with graduates teaching not just across the country, but also in Canada, Puerto Rico, and the Philippine Islands as early as 1909.

Throughout this time, Central's educational offerings also were growing more comprehensive. Students completing two years of schooling beyond high school began receiving their life teaching certificates in 1903. The School's first psychology clinic was established in 1910, and Central was accredited by the North Central Association for the first time in 1915. In 1918, the Bachelor of Arts degree was first awarded, followed by the Bachelor of Science in 1927. Central's first graduate courses were offered in 1938.



In the decades preceding World War II, the School's name changed again — first to Central State Teachers College in 1927, then to Central Michigan College of Education in 1941 — while enrollment rose to more than 1,800 students.

In the post-war years of 1949-59, Central's first master's degree was accredited by the North Central Association, and the first large student residence halls and married housing units were built.

In 1955, another name change, to Central Michigan College, reflected the diversification in course offerings beyond education. Then, on June 1, 1959, with an enrollment of 4,500 students, Central became Central Michigan University, a designation representing further growth in the complexity of the School's academic programs. Many students enrolled in pre-professional programs for medicine and law, while advances in science and technology created even wider curricula.



Through the 1960's, enrollment grew to more than 14,000 students. The enormous rate of growth caused significant change in the character of the University. Buildings were constructed on the land south of Preston Street, more than doubling the physical size of the campus.

The gift of [Neithercut Woodland](#) near Farwell and the establishment of [CMU's Biological Station on Beaver Island](#) gave the University valuable facilities for specialized studies.

The number and variety of programs also continued to grow. Programs in business and communications were developed and expanded. In 1971, the Institute for Personal and Career Development was established to provide academic programs for students with limited access to

traditional forms of education. The specialist in education degree marked CMU's entry into training beyond the master's degree level, which now includes specialist degrees in several disciplines and eight doctoral degrees.

It was during this time that the University began to recruit faculty representing diverse geographic and institutional backgrounds and areas of expertise to prepare students more fully for the increasingly global society. The standards set for teaching and research in this period continue to shape the University today.

The technological advances of the 1980's spurred further program expansion, especially throughout the sciences, and ground was broken for the Industrial Engineering and Technology Building in 1987. Other construction followed, including the Dow Science Complex, Applied Business Studies Complex, and Student Activities Center. CMU's [Global Campus](#) continued to grow as well, and the University offered its first online courses in 1994, offering courses to students around the world.

The campus continued to expand with the addition of academic, athletic, and residential buildings through the 1990's and the early 21st century. The modern Music Building was opened in 1997, followed by a \$50 million expansion of the [Park Library](#) in 2002 and the state-of-the-art Health Professions Building and several residence halls in 2003. CMU's newest buildings are the technologically advanced and LEED-certified Education and Human Services Building, which opened in 2009, and the Biosciences Building, which opened in 2017 and includes environmentally friendly features.

The College of Medicine, the nation's 137th medical school, was established in 2009 with a mission of improving access to high-quality health care in Michigan, especially in rural and medically underserved communities. It was created to address the shortage of physicians in Michigan and the need for quality health care. The College of Medicine's first class of 62 individuals graduated in 2017, each one of them obtaining residency.

The four-story, 169,000-square-foot CMU Biosciences Building opened in January 2017, facilitating collaborative and cutting-edge research across multiple departments.

Even though much has changed over the last two centuries, Central Michigan University continues to uphold the values inscribed upon its seal in 1892: *Sapientia, Virtus, Amicitia* – wisdom, virtue, friendship.

Diversity, Equity, and Inclusion at CMU

A diverse campus community is inclusive of backgrounds, religions, cultures, opinions, and perspectives. CMU welcomes and promotes the rich tapestry of humanity — combining the collective talent and knowledge of students, faculty, and staff from all walks of life. That diversity prepares



students to compete and live in a global society. [CMU's vision](#) states that, “Central Michigan University, an inclusive community of scholars, is a national leader in higher education, inspiring excellence and innovation.”

We support this commitment with the [Office for Institutional Diversity, Equity, & Inclusion](#) and the [Office of Civil Rights and Institutional Equity](#). We offer several organizations, programs, and activities to support and engage our campus, including future and current students, faculty, and staff, as well as the greater community.

Visit <https://www.cmich.edu/diversity/Pages/default.aspx> for additional information and a list of resources and programs that CMU has recently implemented in supporting **Black Lives Matter** and affirming the University’s commitment to social justice and equity.

The City of Mount Pleasant and Mid-Michigan



Centrally located in Michigan’s Lower Peninsula, Mount Pleasant is a city of over 25,000 permanent residents and is the county seat of Isabella County (population 70,000). This region has a population of 400,000+ and includes nearby Bay, Midland, and Saginaw Counties. The area is easily accessible via U.S. Highway 20 and Interstate 127 and is served by five major airports within a two-hour radius.

- › Historic downtown Mount Pleasant has more than 100 locally owned businesses. Residents and visitors enjoy specialty shops, art galleries, lively bars, fine dining, and events such as holiday parades, art installations, and movie and concert series.
- › More than 15 local parks provide opportunities for hiking, picnicking, kayaking, fishing, swimming, sledding, cross-country skiing, and creative outdoor play for children. Golfers have access to almost a dozen courses within a few miles of the city center.
- › Isabella County is home to nearly 1,000 local farms. Residents purchase home-grown produce at the farmers market or visit one of several “u-pick” farms.
- › The area provides performances from national touring comedians and musicians, and many people enjoy local gaming tables or visiting the family friendly waterpark at the Soaring Eagle Casino and Resort.

Nomination and Application Process

Salary

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood/Asher & Associates, LLC. is assisting Central Michigan University in this search. Applications and nominations are now being accepted. Confidential inquiries, nominations, and application materials should be directed to Greenwood/Asher & Associates. For a full application package, please provide a cover letter, CV, and list of five references. Submission of application materials as PDF attachments is strongly encouraged. The search will be conducted with a commitment of confidentiality for candidates until finalists are selected. Initial screening of applications will begin immediately and will continue until an appointment is made.

Please direct inquiries, nominations, and application materials to:

Susanne Griffin, Vice President & Managing Director

Email: susannegriffin@greenwoodsearch.com

Ann Bailey, Senior Executive Search Consultant

E-mail: annbailey@greenwoodsearch.com

For more information about Central Michigan University, please visit: <https://www.cmich.edu/>

CMU, an AA/EO institution, strongly and actively strives to increase diversity and provide equal opportunity within its community. CMU does not discriminate against persons based on age, color, disability, ethnicity, familial status, gender, gender expression, gender identity, genetic information, height, marital status, national origin, political persuasion, pregnancy, childbirth or related medical conditions, race, religion, sex, sex-based stereotypes, sexual orientation, transgender status, veteran status, or weight (see <http://www.cmich.edu/ocrie>).