



Invitation for Applications and Nominations for the  
**Founding Dean of the College of  
Applied Human Sciences**

**Greenwood/Asher**  
& ASSOCIATES, LLC

## The Opportunity

West Virginia University (WVU) invites applications and nominations for the position of Founding Dean of the College of Applied Human Sciences. The Founding Dean for this newly formed College will have an exciting opportunity to bring together the strengths and collaborations of two existing academic units to create new academic programs, provide enhanced academic and career services, and build on interdisciplinary research efforts.

## Formation of the College of Applied Human Sciences

In line with our Land Grant mission, the College of Applied Human Sciences will focus on research and curriculum in the areas of human development, education, and physical and mental well-being. The new college is a merger of the College of Physical Activity and Sports Sciences and the College of Education and Human Services. While the merger has been under consideration and review for several years, during a process of Academic Transformation, the plan to merge the two colleges was formally announced in May 2021.

The College of Physical Activity and Sports Sciences (CPASS) offers thirteen academic programs, including six undergraduate, three online Masters, two Masters and two Doctoral. The College of Education and Human Services (CEHS) offers nineteen academic programs, including five undergraduate programs, eight Masters and six Doctoral. The merger is part of WVU's academic transformation initiative and builds upon the strengths, expertise, and collaborative nature of both existing colleges.

Since the announcement, leadership from both colleges have been working to map out the structure of the new college and several working groups from each college have been assigned various aspects of consideration needed for building the new college. These working groups have provided an opportunity for faculty, staff, students, and alumni from both colleges to be engaged in the planning process and offer input on such areas as academic programming, diversity, promotion and tenure, and administrative and student support services.

While not requiring Board of Governors' approval, the plan was presented at the June 25, 2021 meeting of the Board. The two colleges will continue to operate as two separate entities until the anticipated official launch of the new college in July 2022.

## Responsibilities and Qualifications

The Dean is the chief academic, fiscal, and administrative officer of the College and is a direct report to the Provost and Vice President of Academic Affairs. The Dean will lead and champion the College's vision, qualities, and distinctiveness within WVU as well as to external constituencies and audiences. The Dean will be responsible for ensuring all aspects of the merger are addressed with a focus toward coalescing



the faculty, staff, and students into a collegial and collaborative college while focusing on future opportunities for academic programming, research, innovation, and outreach that the newly formed college will bring forward in supporting WVU's mission.

The individual selected must possess a terminal degree in a relevant field and have credentials meritorious for tenure and full professorial rank in the College. To be successful, the ideal candidate for the Founding Dean will possess:

- record of providing effective visionary leadership in an academic environment;
- proven executive leadership, budget management, and administrative oversight of middle level management;
- demonstrated and profound sense of integrity and professionalism;
- commitment to teaching excellence, including knowledge of student learning outcomes, assessment, curricular impact, enrollment management, and teaching in multiple modalities;
- record of commitment to a wide range and variety of research endeavors, with recognition and appreciation for the R1 mission;
- commitment to service and impact at all levels (local, state, national and global), including the oversight of service and outreach in support of the land-grant mission;
- demonstrated record of commitment to valuing and advancing diversity, equity and inclusion;
- understanding of the importance of student success, including programs and structures, both curricular as well as co-curricular, that provide critical support for a whole student experience both inside and outside the formal classroom;
- demonstrated abilities to lead and manage change, resolve conflict, build consensus and be able to make transparent decisions when consensus is not possible;
- record of securing internal and external resources, including success with philanthropic outreach and fundraising;
- acumen and abilities to promote and celebrate the accomplishments of the College's students, faculty, and staff at the local, state, and national level.

## **West Virginia University (WVU)**

As a public land-grant institution founded in 1867, the West Virginia University System is comprised of three distinct campuses united by a single mission. With locations in Morgantown, Keyser, and Beckley, as well as WVU Extension Services providing outreach offices in all 55 counties, WVU's footprint is significant and impactful. In addition, the West Virginia University System is proud of its Health Sciences Centers located in Charleston and Martinsburg.



With an enrollment of over 1,700 students, the [WVU Institute of Technology](#) in Beckley offers more than 35 majors, including one of the top 100 undergraduate engineering programs in the country, as ranked by U.S. News & World Report.

[WVU Potomac State College](#) in Keyser has one of the lowest tuition rates of all the nation's four-year institutions. Offering more than 65 majors, this campus combines the personal attention of a small college with the benefits of a major university for over 1,000 students.



The [WVU Morgantown campus](#) is located in the town named “No. 1 Small City in America” by BizJournals.com for its exceptional quality of life. Morgantown is within easy traveling distance of Washington, D.C. to the east, Pittsburgh to the north, and Cleveland and Columbus, Ohio, to the northwest. With an enrollment of over 26,000, students at Morgantown campus come from over 100 nations, all 50 U.S. states (plus the District of Columbia), and all 55 counties in West Virginia, with 52% of the Morgantown enrollment being West Virginia residents.

WVU maintains a R1 (Very High Research Activity) rating as reflected in the Carnegie Classification of Institutions of Higher Education. In addition, the Carnegie Foundation for Advancement and Teaching has recognized WVU with its highest ranking for community engagement.

## Mission, Vision and Values

### MISSION

As a land-grant institution, the faculty, staff, and students at West Virginia University commit to creating a diverse and inclusive culture that advances education, healthcare, and prosperity for all by providing access and opportunity; by advancing high-impact research; and by leading transformation in West Virginia and the world through local, state, and global engagement.



### VISION

As One West Virginia University, we are purposeful in our studies and our work so that we can partner with our communities — both near and far — to bring needed and valued solutions to real-life problems within the pillars of education, healthcare, and prosperity.

## VALUES

- SERVICE: We seek opportunities to serve others and are committed to providing the highest quality of service.
- CURIOSITY: We ask questions, seek new opportunities, and change through innovation.
- RESPECT: We are respectful, transparent, and inclusive with each other.
- ACCOUNTABILITY: We perform at our very best every day to create a University that is responsive, efficient, and effective.
- APPRECIATION: We support and value each other's contributions as we build a community that is One WVU.

## Academic Programs

[Morgantown colleges and schools](#) offer [359 majors](#). In addition, hundreds of [distance education and online classes](#) are available. 66% of WVU Morgantown classes are taught by full-time instructional faculty.

WVU Potomac State College offers more than 65 majors, including two-year degree programs that students can then go on to complete at WVU Morgantown or WVU Beckley, and six career-technical degree programs are offered. Students may choose to stay for all four years to earn a bachelor of applied science degree in one of the College's six offerings.

The WVU Institute of Technology in Beckley offers more than 35 academic programs through its College of Business, Humanities and Social Sciences, and the Leonard C. Nelson College of Engineering and Sciences.

## Accreditation

WVU is [accredited](#) by the [Higher Learning Commission](#). Many WVU programs hold specialized accreditation.

## Athletics

The mission of the WVU Department of Intercollegiate Athletics is to provide the means to empower student-athletes to develop as leaders and achieve their full potential academically, athletically, and personally. A member of the Big 12 Conference, WVU competes in 18 [intercollegiate varsity sports](#).

# Nomination and Application Process

## Salary

Salary will be competitive and commensurate with qualifications and experience.

## How to Apply

Greenwood/Asher & Associates, LLC is assisting West Virginia University in this search. Applications and nominations are now being accepted. Confidential inquiries and nominations should be directed to Greenwood/Asher and Associates. A full application package must include 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 all confidential inquiries, nominations, and applications materials to:  
Jan Greenwood, Ph.D., Co-Founder, Greenwood/Asher & Associates and Vice President and  
Managing Partner, Kelly  
Jeanie Andrews, Senior Executive Search Consultant  
Email: [jangreenwood@greenwoodsearch.com](mailto:jangreenwood@greenwoodsearch.com)  
Email: [jeanieandrews@greenwoodsearch.com](mailto:jeanieandrews@greenwoodsearch.com)



*West Virginia University is proud to be an Equal Opportunity employer and is the recipient of an NSF ADVANCE award for gender equity. The University values diversity among its faculty, staff, and students, and invites applications from all qualified applicants regardless of race, ethnicity, color, religion, gender identity, sexual orientation, age, nationality, genetics, disability, or Veteran status.*