

WCU

WEST CHESTER UNIVERSITY

Invites Applications and Nominations for the
Position of:

Dean, College of the
Sciences and
Mathematics

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Asher &
Associates®**

The Opportunity

West Chester University seeks an innovative, knowledgeable, and collaborative leader to serve as its next Dean of the College of the Sciences and Mathematics. As chief academic officer of the College, the Dean provides strategic leadership to advance the educational and scholarly missions of programs in the College and fosters an inclusive environment that encourages an academic climate that is responsive, student-centered, and entrepreneurial. Reporting directly to the Executive Vice President and Provost, the Dean is the principal spokesperson and advocate for the College and functions as the University's primary representative of the College's disciplines to the external community. This position provides an opportunity for a progressive leader to continue to build the College and realize its vision as a leader in the region.

The Position

Representative duties and responsibilities of the Dean role include, but are not limited to, the following:

- Sit on the Provost's Executive Council and the Deans' Council to formulate and implement University policies and strategic plans;
- Function in various University-wide roles and in the external community as needed;
- Develop budgets and manage the College's fiscal affairs;
- Develop, lead, and encourage philanthropic outreach and public service efforts for the College;
- Cultivate relationships to increase fundraising success and serve as the lead on fundraising efforts;
- Supervise, evaluate, and support departments in a transparent and equitable manner that promotes excellence in instruction, research, and cross-department collaboration;
- Evaluate overall departmental productivity in instruction, research, and service responsibilities;
- Champion the diversity, equity, and inclusion efforts in the College and ensure they are in alignment with the University's strategic goals;
- Lead, coordinate, and promote shared governance within the College;
- Maintain and grow the investment of resources; and
- Lead and coordinate the College's strategic planning and curriculum development efforts.



Qualifications and Desired Characteristics

The Dean will possess an earned doctorate in a field that is represented in the College of the Sciences and Mathematics and have the qualifications necessary for appointment to full professor within the College; a record of quality teaching, scholarship, and administrative experience at the college level in programs reflected in the sciences, mathematics, and/or engineering disciplines; proven expertise and experience with specialized accreditation processes; effective interpersonal skills; and highly proficient oral and written communication skills. **Preferred qualifications** include experience as a chair or program director in a large department or institution and university-level experience with budget and personnel within a collective bargaining environment.

It is highly desired that the candidate:

- Is a person of high integrity who models civility and ethical leadership;
- Is a team player, able to work collaboratively with other deans, faculty, and staff to collectively advance the overall goals and objectives of the University;
- Possesses a demonstrated commitment to cross-disciplinary programs, preferably experience with running cross-disciplinary laboratory centers;
- Enjoys interacting with all stakeholders; values and encourages student interaction;
- Possesses an entrepreneurial, innovative and global orientation;
- Understands the differing challenges and needs associated with the various disciplines within the College;
- Is committed to shared governance and supports faculty and staff professional development;
- Possesses a demonstrated record of achieving diversity, inclusivity, and access objectives;
- Is a proven leader dedicated to continuous improvement, with genuine respect and enthusiasm for students, faculty, and staff.
- Demonstrates transparency and excellent communication skills in speaking, listening, and writing; and
- Empowers others through a collaborative, inclusive leadership and management style.



The College of the Sciences and Mathematics

As its overarching mission, the [WCU College of the Sciences and Mathematics](#) prepares the students of West Chester University to be informed citizens and successful professionals through academic programs and co-curricular experiences in the computational, mathematical, natural, social and behavioral sciences, as well as biomedical engineering. The College offers academic programs that feature class sizes appropriate to specific pedagogies, excellent internship opportunities, and highly qualified faculty who are committed to teaching excellence and student-faculty research collaborations in a wide range of areas. The College consists of a total of 140 tenured and tenure track faculty members and 22 staff organized into ten departments: Anthropology and Sociology, Biology, Biomedical Engineering, Chemistry, Computer Science, Earth and Space Sciences, Mathematics, Physics, Political Science, and Psychology. The College offers a variety of accredited programs to 3,215 students enrolled in undergraduate and graduate degree programs. In addition to a fairly new program in biomedical engineering and a recently launched APA-accredited Psy.D. program in clinical psychology, the College of the Sciences and Mathematics is home to the Pharmaceutical Product Development Program and the Information Security Center. Other points of pride of the college include:

- Extensive student-faculty research collaborations and community engagement;
- Recognition of programs by professional organizations like the American Cultural Resources Association and APA; and
- Deep investment in the pursuit of equity, inclusion, and access.

About West Chester University

Located on 409 beautiful acres in historic and charming West Chester, West Chester University is home to 14,300+ undergraduate and 2,800+ graduate students. This diverse and welcoming student body studies in one of seven colleges: College of Arts and Humanities, College of Health Sciences, College of the Sciences and Mathematics, College of Business and Public Management, College of Education and Social Work, University College, and the Wells School of Music. WCU currently offers 118 baccalaureate, 103 master's, and 4 doctoral degree programs taught by 695 full-time and 298 part-time faculty.

In addition to the main campus in Chester County, West Chester University has a location in Center City, Philadelphia. This location offers bachelor's programs in social work and business

Diversity (Fall 2022):

- › 73% White
- › 11.8% Black or African American
- › 6.9% Hispanic or Latino
- › Students come from 74 different countries and 29 states

Students (Fall 2022):

- Enrollment: 17,275
- › 14,392 undergraduate students
 - › 2,883 graduate students
- Undergraduates:
- › 40.7% male
 - › 59.3% female
 - › 22.3% students of color

Accolades:

- › Designated a Military Friendly School by *Victory Media*, publisher of GI Jobs magazine
- › The average first-year student retention rate is 85%

management as well as a BSN for the registered nurse program. Three master's programs are offered in social work, public administration, and transformative education and social change.



West Chester University is committed to promoting diversity and inclusiveness and to cultivating a campus environment that welcomes all. This commitment reflects the diversity theme of [West Chester University's Strategic Plan](#) and supports initiatives in the [Office for Diversity, Equity, and Inclusion](#). Additionally, in 2021, WCU joined EAB's [Moon Shot for Equity Mission](#). This initiative is designed to support faculty, students, and staff in closing the equity gaps at the institution within the next 10 years.

WCU also serves its students and local community with speech/hearing, autism, reading clinics, and through a mental health clinic associated with the Psy.D. program; a planetarium; the library; and an extensive music library. The University provides unrivaled cultural opportunities to the residents of Chester County and beyond. The performing and visual arts programs are among the best in the country.

In the most recent update of the Carnegie Classification of Institutions of Higher Education, which was posted for a public-review period in December of 2021, West Chester University was reclassified from Master's Colleges & Universities – Larger Programs (M1) to Doctoral Universities – High Research Activity (R2). The University's new 2021 classification took place during Carnegie's most recent three-year cycle of evaluation. WCU is accredited by the Middle States Commission on Higher Education (MSCHE), and its programs by 20 accrediting bodies. The University's professional education programs are accredited by the Council for the Accreditation of Educator Preparation (CAEP) and approved by the Pennsylvania Department of Education. Recognized education programs are accredited by an additional nine organizations.

The Borough of West Chester

West Chester University is in West Chester borough, which is the county seat of Chester County, PA. Chester County is ranked #1 Tech Hub in the state of Pennsylvania. West Chester is located 25 miles west of Philadelphia and 17 miles north of Wilmington, Delaware. Chester County residents are ranked as the wealthiest, healthiest, and best educated in the State of Pennsylvania. 94% of Chester County residents graduate from high school and 48% of all residents have a bachelor's degree or better.



Pennsylvania's State System of Higher Education

West Chester University is a proud member of [Pennsylvania's State System of Higher Education](#). The mission of the System is to increase educational attainment in the Commonwealth; to prepare students at the undergraduate and graduate levels for professional and personal success in their lives; and to contribute to the economic, social, and cultural development of Pennsylvania's communities, the Commonwealth, and the nation.



The universities combine to enroll the largest number of Pennsylvania residents among all four-year colleges and universities in the Commonwealth. The State System was recently redesigned to ensure the long-term sustainability of all universities so it may continue to serve students, its region, and the Commonwealth.

Nomination and Application Process

Compensation

Salary will be competitive and commensurate with qualifications and experience.

How to Apply

Greenwood Asher & Associates is assisting West Chester University in this search. Applications and nominations are now being accepted. Confidential inquiries, nominations, and application materials should be directed to Greenwood Asher and 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:

Julie Holley, Search Manager and Associate Vice President of Executive Search

Email: julieholley@greenwoodsearch.com

Ann Bailey, Senior Executive Search Consultant

Email: annbailey@greenwoodsearch.com

West Chester University is committed to providing leadership in extending equal opportunities to all individuals and prohibits any form of discrimination and harassment on the basis of sex, race, color, age, religion, national or ethnic origin, sexual orientation, gender identity or expression, pregnancy, marital or family status, medical condition, genetic information, veteran status, or disability in any decision making regarding admissions, employment, or participation in a University program or activity in accordance with the letter and spirit of federal, state, and local non-discrimination and equal opportunity laws, such as Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments Act of 1972, The Age Discrimination in Employment Act, The Americans with Disabilities and ADA Amendments Act, The Equal Pay Act, and the Pennsylvania Human Relations Act. Questions or complaints regarding this policy statement should be directed to Lynn Klingensmith, Director for Equity and Compliance/Title IX and ADA

Coordinator, located at 114 W. Rosedale Avenue, West Chester, PA 19382; email: LKlingensmith@wcupa.edu; phone: (610) 436-2433.

WCU offers of employment are subject to and contingent upon satisfactory completion of all pre-employment background checks.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from West Chester University documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.