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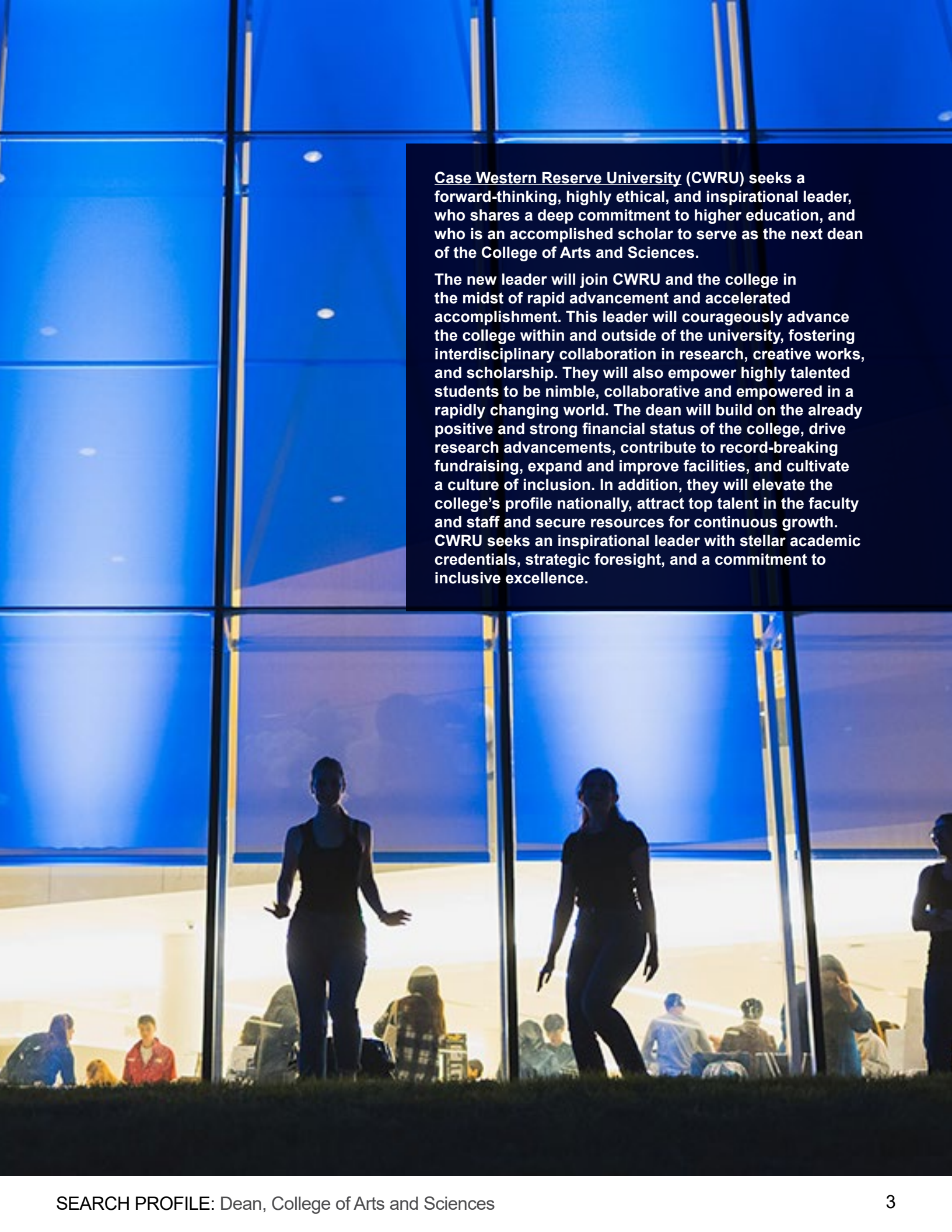
DEAN, COLLEGE OF ARTS AND SCIENCES



CASE WESTERN RESERVE
UNIVERSITY

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Case Western Reserve University (CWRU) seeks a forward-thinking, highly ethical, and inspirational leader, who shares a deep commitment to higher education, and who is an accomplished scholar to serve as the next dean of the College of Arts and Sciences.

The new leader will join CWRU and the college in the midst of rapid advancement and accelerated accomplishment. This leader will courageously advance the college within and outside of the university, fostering interdisciplinary collaboration in research, creative works, and scholarship. They will also empower highly talented students to be nimble, collaborative and empowered in a rapidly changing world. The dean will build on the already positive and strong financial status of the college, drive research advancements, contribute to record-breaking fundraising, expand and improve facilities, and cultivate a culture of inclusion. In addition, they will elevate the college's profile nationally, attract top talent in the faculty and staff and secure resources for continuous growth. CWRU seeks an inspirational leader with stellar academic credentials, strategic foresight, and a commitment to inclusive excellence.



THE COLLEGE OF ARTS AND SCIENCES AT CASE WESTERN RESERVE UNIVERSITY

The [College of Arts and Sciences](#) houses educational and research programs in the natural sciences, arts, humanities, social sciences, performing arts, artificial intelligence, ethics, and mathematics. Of the 16 CWRU Nobel Laureates among its alumni and current and former faculty, nine (9) were affiliated with the college (or earlier schools representing the college). Of current and recent emeriti faculty, 29 are academy or society fellows, including a MacArthur Foundation Fellow.

The college offers a seamless combination of sciences and humanities and arts through its [21 academic departments, and 34 interdisciplinary programs and centers](#). Undergraduate and graduate students conduct research in the college, in other units of the university, or in nearby medical and cultural institutions. The academic experience can extend into the community in the form of service-learning projects, social justice, community organizations, and internships at research institutions, businesses, cultural institutions, and governmental agencies. Together, the faculty, staff, and students have created an exceptionally collegial and collaborative environment and culture, whereby seamless interdisciplinary exchange is the hallmark of innovation.

OVERALL ACADEMIC EXCELLENCE

The approximately 2,000 undergraduate students in the college choose from [over 60 majors, more than 50 minors, and 16 interdisciplinary programs](#); can design their own courses of study; or enroll in integrated bachelor's/master's degree programs. It is also home to approximately 500 PhD and graduate level students seeking [advanced degrees in nearly 50 programs](#). In addition, the college offers graduate programs in several fields where small size and award-winning faculty provide a distinctive environment for learning.

RESEARCH AND SCHOLARSHIP

The college's undergraduate and graduate curricular offerings are enhanced by its affiliations with other University Circle institutions, including the Cleveland Museum of Art, the Cleveland Museum of Natural History, the Cleveland Institute of Music, the Western Reserve Historical Society, the Cleveland Institute of Art, and the Cleveland Play House. The college itself offers many arts presentations, lecture series, and symposia and provides abundant opportunities for students to participate in experiential learning. Furthermore, a recent survey indicates that over 90% of our undergraduate students engage in experiential learning. After leaving CWRU, graduates with degrees from the College of Arts and Sciences, are highly successful with 43.9% going on to advanced study, 21% attending medical school, and 44.4% entering the workforce.

THE COLLEGE OF ARTS AND SCIENCES AT CASE WESTERN RESERVE UNIVERSITY (CONT.)

CUTTING EDGE PROGRAMS

The College of Arts and Sciences has many unique and exciting programs. For example:

- **Integration of the Humanities and STEM** - Faculty and students in the college are working together to design a new major that combines the deep-thinking skills they acquire in their humanities education with combined expertise in science, ethics and technology. Students will pursue these fields through interdisciplinary courses that explore, for instance, ethical issues in scientific research and applications of emerging technologies. This work has received generous foundation support and the goal is to have the new major approved this year.
- **Neuroscience** - The Department of Biology partnered with the School of Medicine's Department of Neuroscience to design the neuroscience major. Faculty from both departments teach the required courses and this fast-growing major is now the most popular major offered by the college. All students engage with faculty to conduct research within the university, and with neuroscience researchers at the Cleveland Clinic, University Hospitals, Cleveland VA Medical Center, Cleveland Metroparks Zoo, or Holden Arboretum.
- **Military Ethics** - Led by faculty in the Department of Philosophy, this interdisciplinary master's degree program educates students on essential global issues in military ethics including modern applications of classical just war theory and traditional warrior's codes, international humanitarian law, ethical use of emerging military technologies and the moral foundations of sustainable peace.
- **Emerging Scholars Program (ESP)** - This program invites applications from incoming first year students who have graduated from Cleveland-area high schools. The ESP provides intensive academic and emotional support to students, along with a residential summer program and a strong peer-support network. Graduates in this program graduate at higher rates than their non-ESP peers and often go on to successfully pursue advanced degrees.

FACILITIES EXPANSIONS

The College of Arts and Sciences has undertaken recent and ongoing expansions and enhancements to its facilities to set the stage for further growth. For example:

- **Office of the Dean Suite** - The Dean's office is housed on the newly renovated top floor of Crawford Hall. The large office is equipped with state of the art technology and has sweeping views of the entire campus and surrounding area. The floor is infused with natural light and also includes large and small conference rooms, a reception area, and a large space that is flexibly furnished to accommodate events as well as daily faculty and staff gatherings.
- **Interdisciplinary Science and Engineering Building (ISEB)** - Opening in fall 2026, the ISEB (\$300M investment)—a collaboration between the College of Arts and Sciences, the Case School of Engineering, and the School of Medicine, among others—will offer state-of-the-art facilities and equipment. It aims to foster innovation and collaborative discovery through shared lab spaces, promoting interactions among faculty from various disciplines. The building will enhance research in strategic areas and provide undergraduate students with opportunities to work alongside faculty, graduate students, and post-docs. The lower levels will feature a café open to the community, as well as a welcoming gateway to entry onto the campus.



THE COLLEGE OF ARTS AND SCIENCES AT CASE WESTERN RESERVE UNIVERSITY (CONT.)

- **Milton and Tamar Maltz Performing Arts Center** - This center, a partnership between Case Western Reserve and The Temple–Tifereth Israel, hosts diverse musical and cultural events. Historic Silver Hall showcases performances by students from Case Western Reserve's music department, including 19 ensembles. The Center also houses the university's Department of Theater and its renowned Master in Fine Arts Acting Program, in partnership with Cleveland Play House. Facilities include a black box theater, the Roe Green Proscenium Theater, rehearsal studios, practice rooms, and costume and scene shops.
- **Sara and Kurt Moll Institute for Mental Health and Well-Being** - This institute will address the increasing mental health care needs from Cleveland and throughout the world through research, education, clinical collaborations, and community outreach. It aims to increase the number of caregivers, drive mental health breakthroughs, and ensure research-based approaches reach those in need. Renovations are underway for the institute's future home, and the search for the inaugural director has begun. The initiative includes adding six faculty with strong translational research programs and community-friendly facilities.
- **Biology Teaching Labs** - Opening in Aug. 2024, these labs will feature nine new teaching labs, two resource labs, lab support areas, faculty areas, and student collaboration spaces. They will support the growing number of biology students and employ innovative teaching methods that involve students in authentic research (e.g., Sea-Phages through the Howard Hughes Medical Institute), aligning with the university's focus on experiential learning.





THE DEAN OF THE COLLEGE OF ARTS AND SCIENCES

Reporting to the provost, the dean is the chief academic, executive, and fiscal officer of the College of Arts and Sciences. The dean provides leadership and oversight for the strategic, academic, intellectual, and administrative affairs of the college. Direct reports include a senior associate dean, eight associate deans, an executive aide, an assistant to the dean for special projects, and an associate provost, who has a dual reporting relationship with the provost. There are also strong expectations for engaging alumni and donors and contributing to fundraising, which is now approximately \$50M/year. The new dean will also be expected to contribute to the growth of external research among its faculty as the university works to reach its goal of \$600M/year in research expenditures.

RESPONSIBILITIES

In addition to the day-to-day responsibilities of leading the college, the next dean will be expected to focus on the following priorities:

Providing Visionary Leadership

- Identify and seize opportunities to advance the college within the university and beyond, including continuing to strengthen relationships with the schools of engineering, medicine, nursing, and all other schools.
- Continue to advance external and foundation grant funding across all units.
- Continue to enhance the college's financial health by creatively enhancing revenue, strategically aligning budget priorities with costs, and advancing record-breaking fundraising.

- Empower students to express their own intellectual passions, thereby encouraging them to take an active role in creating their own academic culture.
- Articulate the importance of the arts, humanities, performing arts, social sciences, math, and natural sciences, especially to potential majors.
- Guide and support the development and enhancement of the college's facilities.
- Work with the administration on upholding university policies and advancing strategic initiatives, such as the Faculty 100 Initiative that seeks to increase the tenure-track faculty by 15% (through hiring of 100 net new faculty).

Organizational Capacity Building

- Recruit, develop, and retain talented faculty and staff.
- Advance fundraising to ensure that resources are available for the long-term success of the College.
- Foster a culture of inclusive excellence throughout the college.
- Recognize and encourage academic excellence by supporting teaching, scholarship, and creative productivity.
- Engage faculty members in important decisions and develop formal ways to recognize faculty contributions to the college.
- Invest in the college's growth by institutionalizing and sustaining faculty-initiated programs.
- Foster excellence within disciplines and strengthen disciplinary units.
- Encourage a positive culture of collaboration and transparency.

THE DEAN OF THE COLLEGE OF ARTS AND SCIENCES (CONT.)

- Highlight achievements and strong performance of staff members.
- Improve the quality of the graduate educational experience.
- Promote and advance the new Unified General Education Requirements ([UGER](#)) for all undergraduate degree programs to help students develop the knowledge, skills, and confidence necessary to understand and address the world's challenges with intellectual rigor, creativity, humility, and integrity.

Raising Visibility and Resources

- Participate in the national conversation regarding the importance of the liberal arts, serving as a compelling and articulate spokesperson for the importance of the arts and humanities, the social sciences, and the sciences.
- Raise the profile of the college to bring it the recognition it deserves, to improve rankings, and to attract students as majors.
- Foster a culture of excellent research and scholarly productivity, providing incentives and strengthening accountability.
- Cultivate relationships with federal and private funding sources for research.
- Strengthen and build relationships with the college's 30,000 alumni and other potential donors.

QUALIFICATIONS

The dean will possess stellar academic credentials, including a high degree of scholarship/research and a record of distinguished, recognized work in their area of expertise. The dean will hold a terminal degree and qualification for tenured appointment at the rank of full professor in a department within the college.

The successful candidate will demonstrate many of the following skills and qualities:

- Inspirational leader who unites members of the college community toward common goals.
- Consultative decision-maker who respects shared governance.
- Enthusiasm for being fully engaged in the life of the college, both visible and approachable.
- Ability to tackle challenges with persistence, optimism, proactivity, and resilience.
- Strong interpersonal skills, including high emotional intelligence.
- Forward-thinking and strategic mindset.
- Well-honed communication skills, including public speaking and writing.
- Ability to strengthen and build external relationships and partnerships.
- Managerial experience, including financial acumen.
- Fundraising track record or personal traits that would suggest potential for success in cultivating and soliciting donors.
- Nimble leader who anticipates and responds to changes in the higher education landscape.
- Proven track record of fostering diversity, equity, and inclusive excellence.
- Appreciation for all of the disciplines within the college.
- Track record of creating programs and attracting recognition for them.
- Impeccable moral and ethical standards.





CASE WESTERN RESERVE UNIVERSITY

CWRU is among the country's leading independent private research institutions. The university has been a member of the [Association of American Universities](#) (AAU) since 1969, and is fully accredited by the Higher Learning Commission and by several nationally recognized professional accrediting associations.

CWRU is located five miles east of downtown Cleveland in University Circle, a square-mile urban district full of renowned cultural, medical, educational, and social-service institutions. The university draws its name from the 1967 federation of two institutions: Western Reserve University, which was founded in 1826 as Western Reserve College in nearby Hudson, Ohio; and the Case Institute of Technology, founded in 1880 as the Case School of Applied Social Science.

Today, Case Western Reserve comprises the [College of Arts and Sciences](#) and seven schools—the [Case School of Engineering](#), the [Frances Payne Bolton School of Nursing](#), the [Jack, Joseph and Morton Mandel School of Applied Social Sciences](#), the [School of Dental Medicine](#), the [School of Law](#), the [School of Medicine](#), and the [Weatherhead School of Management](#). The university offers more than [100 undergraduate degree programs](#), about [160 graduate and professional options](#), and over [145 dual-degree programs](#). Additionally, CWRU has more than 100 interdisciplinary academic and research centers and institutes. CWRU also offers [seven online master's degrees](#) and over a dozen non-credit online courses.

CWRU has a \$1.43 billion operating budget (FY 2024) and a \$2.261 billion endowment and is positioned for strong growth into the future. CWRU is home to more than 12,200 students (6,186 undergraduate students

and 6,080 graduate/professional students in fall 2023), 1,158 full-time faculty members, and about 4,500 full- and part-time staff, with more than 125,000 alumni around the world.

CWRU is committed to diversity, equity and inclusive excellence across all aspects of the university and is guided by President Eric W. Kaler's three priorities, which are to:

- **Elevate academic excellence:** The university has committed to growing undergraduate enrollment modestly by 2024 and maintaining the current high caliber of incoming students. For the 2024-25 academic year, the university expects to enroll approximately 1,550 first-year students from a pool of more than 37,600 applicants.
- **Expand research:** In 2021, President Kaler set a goal to grow annual research expenditures from \$400 million to \$600 million. Since then, the university has grown research expenditures significantly. For Fiscal Year 2023, the university reported \$554 million in research expenditures. Critical to this effort, among other investments, is the construction of the Interdisciplinary Science and Engineering Building.
- **Enhance community engagement and impact.** Since President Kaler's July 2021 arrival at Case Western Reserve, the university has launched several community-focused initiatives, including the formation of a Neighborhood Advisory Council, expansion of [the Cleveland Scholars program](#), and a community relations newsletter, among others. In late summer 2024, the university will complete renovations on a historic property that will reopen as a community engagement center.

CASE WESTERN RESERVE UNIVERSITY (CONT.)

FACULTY 100 INITIATIVE

Through the Faculty 100 initiative, CWRU will hire at least 100 new tenure and tenure-track faculty by 2028. This effort aims to enhance research, academic collaboration, diversity, and cross-campus connections to address global challenges. University deans, in collaboration with the provost, have developed hiring plans focused on areas of greatest impact based on current strengths and partnerships. The plan includes hires in: AI and Big Data; Biomedical Diagnostics and Therapeutics; Cancer Prevention and Treatments; Electrochemistry and Energy Storage; Environment and Ecosystem; Human Fusions and Robotics; Humanities, Arts, and Ethics in a Technology-Driven World; Mental Health and Well-being; and Sustainable Manufacturing and Advanced Materials.

CENTERS, INSTITUTES AND INITIATIVES

The university has a multitude of centers, institutes and interdisciplinary initiatives. These include:

- The [Baker-Nord Center for the Humanities](#), which celebrates the arts and humanities and fosters interdisciplinary research collaborations across the university and in partnership with numerous cultural and educational institutions in University Circle and throughout Cleveland. The center also partners with the region's cultural and educational institutions to present the [Cleveland Humanities Festival](#), which addresses issues of public interest. The 2024 festival theme was "awe."
- The [Flora Stone Mather Center for Women](#), which celebrated its 20th anniversary in 2023, is committed to empowering all women and promoting gender equity and inclusion throughout campus. Also, Case Western Reserve's [LGBT Center](#) provides an inviting home to members of the LGBT and allied community and celebrates LGBTQIA+ identities. Both centers are located in the heart of campus on the first floor of the [Tinkham Veale University Center](#).
- The [Human Fusions Institute](#) includes a multi-disciplinary team of experts who develop cutting-edge, socially responsible technologies—such as sensory-integrated prosthetics and gaming wearables—that enhance the wearer's experience and capabilities by linking to their neural system.
- The [Great Lakes Energy Institute](#) has led efforts to catalyze interdisciplinary research breakthroughs in energy sustainability, and addresses some of the world's most pressing challenges around smart grid solutions, energy storage, solar and wind energy, and oil and gas.
- The 50,000-square-foot [Larry Sears and Sally Zlotnick Sears think\[box\]](#) is the country's largest university-based, open-access innovation center. Each year, think[box] hosts more than 80,000 visits—20-percent of those visits come from members of the public. More than \$93 million has been raised by think[box] entrepreneurs.



CASE WESTERN RESERVE UNIVERSITY (CONT.)

- The [Case Comprehensive Cancer Center](#) is one of only 57 National Cancer Institute-designated comprehensive cancer centers in the country. It integrates the cancer research activities of the largest biomedical research and health care institutions in Ohio—CWRU, Cleveland Clinic, and University Hospitals Cleveland Medical Center.
- In an historic partnership, Case Western Reserve and Cleveland Clinic opened the 485,000-square-foot [Health Education Campus](#) (HEC) in the summer of 2019. The campus includes the university's schools of medicine, nursing, and dental medicine. In addition, the building features cutting-edge technology, including Microsoft HoloLens, a wireless visor that allows the user to view 3D holograms. The School of Medicine's Anatomy faculty collaborated to create the [HoloAnatomy Software Suite](#), which gives medical students 3D perspectives of every part of the body. This software is the foundation of the "Living Anatomy" curriculum taught at the School of Medicine.

COMMITMENT TO INCLUSIVE EXCELLENCE

Led by the [Office of Diversity, Equity and Inclusive Engagement](#), in 2023, CWRU received its 12th consecutive Higher Education Excellence in Diversity Award from INSIGHT Into Diversity for its commitment to diversity and inclusion and implementation of comprehensive diversity initiatives. The office provides support and guidance and promotes equitable and fair treatment in employment, education and other aspects of campus life. Among its achievements is the design and implementation of [Diversity 360](#), a diversity education and training program.

COLLABORATIONS

Many of the university's academic programs incorporate collaboration with cultural and educational institutions across the region and are working to develop additional and enhanced partnerships in the years to come. For example, since 1967, CWRU doctoral students have enrolled in an [art history program](#) offered with the [Cleveland Museum of Art](#). The program provides outstanding preparation for museum curatorial or academic careers. The Department of Music and the [Cleveland Institute of Music](#) have partnered in a [Joint Music Program](#) since 1968. Participating students benefit from studying at a leading research university, receiving conservatory-level training in theory and performance, and collaborating with the [Cleveland Orchestra](#), [The Rock and Roll Hall of Fame and Museum](#), and the

[Music Settlement](#), among others. The University's Department of Theater offers a three-year [Master of Fine Arts in Acting Program](#), based at the [Cleveland Play House](#). The [Department of History](#) has a faculty member with a joint appointment with the [Western Reserve Historical Society](#) where he serves as Historian and Senior Vice President for Research and Publications. Case Western Reserve and the [Cleveland Museum of Natural History](#) bring together researchers from multiple disciplines, departments and centers at each institution; for example, the [Institute for the Science of Origins](#) promotes research and education around a broad range of origins science topics. The [Department of Biology](#) has strong collaborative relationships with colleagues at the [Cleveland Metroparks Zoo](#) and the [Holden Arboretum](#).



CASE WESTERN RESERVE UNIVERSITY (CONT.)

RANKINGS

The university and its programs enjoy national and international rankings, including:

- #1 private university in Ohio and #31 private university in the US; #53 university in the US ([2024 U.S. News & World Report](#))
- #10 in Undergraduate Nursing ([2024 U.S. News & World Report](#))
- #21 in Undergraduate Research/Creative Projects ([2024 U.S. News & World Report](#))
- #25 in Medical Schools; #15 in Health-Care Law and #13 in International Law; #12 in Social Work ([2024 U.S. News & World Report](#))
- #22 worldwide for biomedical and health sciences; #74 university globally ([CWTS Leiden Ranking 2023](#))
- #13 for commercialization of research among downtown universities ([Brookings Institution](#))
- #19 in the world for innovation ([Nature Index 2022 Innovation](#))

STUDENT LIFE

Undergraduate applications to CWRU grew to a record 39,000 for fall 2023, an increase of nearly 117-percent since 2013. Total undergraduate enrollment also has grown substantially: in fall 2013, the university enrolled 4,661 students; in fall 2023, total undergraduate enrollment was 6,186.

When undergraduate students are admitted to CWRU, they are admitted to the entire university, not a particular school or major. Case Western Reserve undergraduate students are known for embracing double and triple majors, often with STEM and arts combinations, and a strong commitment to civic and community engagement. Similarly, the university's student athletes have a reputation for excelling in the classroom and on the

field. In the 2023-24 academic year, 25 CWRU athletes earned All-America honors, the most in a single year in CWRU history. Also in 2022-23, the CWRU Men's Tennis Team were NCAA Division III champions (a first for any Spartan athletic team), the women's soccer team was the NCAA Division III runner-up, and four teams—men's tennis, women's soccer, men's basketball and women's softball—were University Athletic Association champions.

CWRU's [graduate and professional schools and programs](#) enjoy excellent reputations for training and development and they continue to have strong enrollment. Case Western Reserve graduate students and postdocs, in particular, play a key role in the university's research enterprise and contribute a great deal to the campus community.

Opportunities to [engage in campus life](#) and in the surrounding University Circle, Cleveland and East Cleveland abound. Students can [participate in undergraduate research](#), engage with one of our [diversity and inclusion programs and centers](#), [volunteer](#), play on one of 17 NCAA Division III [varsity athletic teams](#), [join student leadership groups](#), and more.

FUNDRAISING

Fundraising for scholarships has been a priority for the university since January 2019, following the end of its Forward Thinking campaign. Since then, the university has raised more than \$215 million of its \$250 million goal toward scholarships. Impressively, the annual attainment average during the post-campaign is higher today than it was during the public phase of the Forward Thinking campaign. The university also has raised nearly \$93 million for the planned Interdisciplinary Science and Engineering Building. This amount far exceeded the original goal to raise \$80 million by the building's groundbreaking in October 2024.



CLEVELAND, OHIO

The city of Cleveland, situated on the southern shore of Lake Erie, is the second largest city in Ohio and the largest media market in the state. Among one of the most livable cities in the country, metropolitan Cleveland is home to nearly three million people and is known for its strength and growth in biotechnology and healthcare industries; access to the arts, music, and theater; abundant opportunities for outdoor recreation; professional sports teams; and affordability. The Cleveland Metroparks offer 18 reservations spanning more than 25,000 acres with more than 325 miles of trails, nine golf courses, eight lakefront parks and

a nationally acclaimed zoo. The Greater Cleveland Aquarium is located near downtown, and the I.M. Pei-designed Rock & Roll Hall of Fame is located on the Lake Erie waterfront. In 2023, Travel + Leisure named Cleveland as one of the top 10 best food cities in the United States. Nightlife in Cleveland is vibrant, offering exciting hotspots such as the Warehouse District, East 4th Street, and the Tremont neighborhood. Playhouse Square is the country's largest performing arts center outside of New York City. Most of these attractions are just minutes away from Case Western Reserve.



HOW TO APPLY

Applications should consist of a substantial letter of interest, a CV, and a list of five professional references with full contact information and a note indicating the nature of your working relationship with each. No references will be contacted without the explicit permission of the candidate. Applications, nominations, and expressions of interest can be submitted electronically, and in confidence, to: CWRUDeanAS@academicsearch.org

The position is open until filled but only applications received by **Monday, September 2, 2024**, can be assured full consideration. The university is being assisted by Academic Search. Confidential discussions about this opportunity may be arranged by contacting consultants Ann Hasselmo at Ann.Hasselmo@academicsearch.org and Chris Butler at Chris.Butler@academicsearch.org. Further information about Case Western Reserve is available at case.edu.

Case Western Reserve University strives to maintain a diverse and inclusive work environment. All applicants are protected under Federal law from discrimination based on race, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability, age and genetics.

Case Western Reserve provides reasonable accommodations to applicants with disabilities. Applicants requiring reasonable accommodation for any part of the application and hiring process should contact the Office of Equity by phone at 216.368.3066 or by email at equity@case.edu. Determinations as to granting reasonable accommodations for any applicant will be made on a case-by-case basis.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Case Western Reserve University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations.

Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience.

Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

