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York College of Pennsylvania seeks a dynamic, solutions-oriented, collaborative visionary to serve as the Dean of the School of the Arts, Communication and Global Studies.
York College of Pennsylvania (YCP) is located in a vibrant mid-size city that is within 45 minutes of Baltimore and Harrisburg and two hours from Washington, DC. The College’s campus covers 190 acres, providing a safe and friendly environment for learning.

The College offers more than 60 undergraduate majors; master’s degrees in accounting, nursing, business administration, leadership, and education; and a doctoral degree in nursing practice. The student ratio is 14:1. The average class size is 19. Ninety-one percent of the 173 full-time faculty hold the highest degree available in their fields.

York College offers its 4,000 undergraduates all the benefits of a liberal arts education combined with focused preparation for future professional employment. 91% of recent graduates are employed or in graduate school six months after their graduation. The College’s 300 graduate students are professionals prepared to enter the workforce and are able to think critically and creatively.

The College has enjoyed steady leadership at the presidential and provost level for more than six years. Over the past four years, YCP has reorganized its academic programs into five schools, with the School of the Arts, Communication and Global Studies as the hub, providing most of the courses required in the College’s General Education Program, GenNext. The five schools are linked by the interdisciplinary Graham Center for Collaborative Innovation. The Deans of the five schools work together with the Provost in both the Deans’ Council and the Provost’s Council to move the institution forward to generate innovative new programs and to promote experiential learning.
THE SCHOOL OF THE ARTS, COMMUNICATION, AND GLOBAL STUDIES

The School of the Arts, Communication, and Global Studies includes three departments: Arts and Humanities, History and Political Science, and Communication and Writing. Programs include Theatre, Fine Arts, Graphic Design, Music, Spanish, Philosophy, History, Intelligence Analysis, Political Science, International Relations, Hospitality Management, Mass Communication, Professional Writing, Technical Communication and Writing, Literary Studies, Geography, and many others. There are two graduate programs, the Master of Public Policy and Administration and the Master of Creative Industry Studies. The new Dean will lead the faculty in the development of new innovative programs at both the undergraduate and the graduate level. Importantly, the School is the center of the creation and delivery of the GenNext program, which is the General Education program for the College as a whole.

THE POSITION

The Dean of the School of the Arts, Communication and Global Studies is the senior administrative officer of the School and works collaboratively with the faculty of the School as well as with the Deans of the other four Schools at York College. The Dean will report directly to the Provost and Vice President of Academic Affairs and will be a member of the Deans’ Council as well as the Provost’s Council, which includes all of the direct reports to the Provost in the Academic Affairs division. In addition to the five Schools, there is a Division of Graduate and Professional Programs as well as the newly formed Graham Center for Collaborative Innovation. The GCCI has received a $6 million grant to help create a Knowledge Park on the campus to link industry, faculty, and students in the creation of new knowledge.

The Dean will be responsible for preparing budgets, recruiting well-qualified faculty members, and acting as a spokesperson for the School with internal and external audiences. The Dean oversees faculty development within the School and will work with the other Deans and colleagues to promote the College’s emphasis on experiential learning. The new Dean will also oversee faculty development and new program innovation at both the undergraduate and graduate.
LEAD THE SCHOOL OF THE ARTS, COMMUNICATION, AND GLOBAL STUDIES IN ENVISIONING ITS FUTURE
York College of Pennsylvania is evolving and diversifying to meet the current and future needs of its students and the region it serves. The need for educated students continues to grow, and the certainty of job placement following graduation should be a strong attractor for potential students. The new Dean will need to identify how the diverse majors in the School can lead to creative and successful careers for our students. There are opportunities to develop programs of online and hybrid education that expand the reach of the School. There are also opportunities for development of joint and related programs with other YCP schools, such as the majors in Spanish and Business and Philosophy and Business. The Dean will become part of a thoughtful and creative academic team to continue to establish defined pathways that are inclusive of the liberal arts and general education requirements with the professional offerings across York College.

The Dean will need to be a practical visionary, a planner who can design and implement programs, an enthusiastic supporter of quality faculty, an effective partner with the Provost and President, and a prudent manager of budgets. With further creative pathways created for the School, the Dean will need to champion and showcase the major and course offerings and continue to develop the College’s footing in the marketplace.

ADVANCE THE CURRICULUM AND QUALITY OF ACADEMIC PROGRAMS
The component programs of the School are known for their quality. Taught by highly qualified, dedicated and caring teachers, students are exposed to state-of-the-art concepts presented in state-of-the-art facilities. In addition to integrating programs and continuously improving education, the Dean will embrace active learning and project-based learning as well as other high-impact practices. The School has a special role through its emphasis on global studies to enhance projects relating to Global Awareness. The Dean will lead the effort to continuously evaluate and improve student achievement of outcomes, develop faculty, and market quality programs that will produce tomorrow’s professionals. The Dean will also promote research, both pedagogical and disciplinary, as a means of keeping faculty actively engaged in their disciplines and securing funding for innovative ventures. Faculty seek a visionary and innovative leader who has comfort across disciplines and will be strategic and thoughtful about faculty and staff professional development.

ADVANCE RELATIONSHIPS WITHIN AND OUTSIDE YCP
YCP is committed to supporting the region, and students participate in experience-based learning on and off campus. The need to maintain and expand learning opportunities will be a continuing challenge. The Dean will serve as the primary public voice of the School in the local and regional arena. In that capacity, the Dean will work with partners in the public and private sectors to offer experiential and project-based learning opportunities for students that prepare them to excel in positions on the cutting edge of their profession. The Dean is also expected to engage in fundraising in cooperation with the Advancement Office to connect with alumni and other external partners.

EXPAND THE GLOBAL FOOTPRINT OF THE COLLEGE AND THE SCHOOL
The Dean will work closely with the new Director of Global Awareness to expand offerings for YCP students to explore their majors worldwide through study abroad, as well as attract students from outside the United States to study and live at the College. State-of-the-art facilities in music, arts and theatre, as well as creative programming, should attract students worldwide to come to YCP and use these learning spaces that include music production studios, learning labs for art installation, highly technical performing arts workshops and theaters, and real-world experiential learning opportunities.
QUALIFICATIONS AND CHARACTERISTICS

The new Dean will possess an earned doctorate in one of the disciplines represented in the School. Faculty of the School will welcome a leader who is an artist, humanist, or communications scholar who demonstrates intellectual curiosity and appreciation for all the disciplines in the School. He/she will have a proven record as a scholar and educator and will bring significant academic and administrative leadership experience to this position.

REQUIRED QUALIFICATIONS INCLUDE:
- A terminal degree in their discipline and sufficient professional activity to serve as a Full Professor in the School of Arts, Communication, and Global Studies.
- A scholar who understands the role of a Dean in promoting teaching and learning.
- A record of successful leadership in a campus setting as evidenced as experience as a department chair or in other leadership positions.

PREFERRED CHARACTERISTICS INCLUDE:
An understanding of assessment that creates efficiencies and enhances enrollment.
- An understanding of fiscal and budgetary responsibilities.
- A commitment to shared governance.
- A true investment in students and their success in the classroom and after graduation.
- Evidence of a clear vision of the future of education in the Arts, Humanities, Communication and other areas of the curricula represented in the School.
- A commitment to the future and the advocacy of the liberal arts disciplines represented in the School, and the ability to recruit for these areas.
- An understanding of the ways in which the arts, theatre, and music in particular are different in terms of institutional and professional activity from other liberal arts disciplines, and an understanding of facilities that go beyond the classroom.
- A collaborative and respectful approach to leadership that fosters innovation and delegates authority based on faculty expertise.
- An ability to communicate regularly and effectively with the faculty and department chairs in the School.
- A commitment to global awareness and to the future of international engagement with the College.
- An understanding of the role experience-based education plays in the process of developing professionals who will be able to exercise both compassion and grit in highly responsible positions.
- An understanding of technology as it applies to teaching, learning, and research. Knowledge of active learning and online learning alternatives is important.
- The ability to think creatively, to see solutions where others may find only problems. A team player who knows how to build and manage a team. A practical visionary who can demonstrate the capacity to embrace new concepts and carry them out. A builder capable of implementing new ideas. A seer who is also a doer.
- The ability to showcase our uniqueness to the marketplace to increase exposure to the community and relevant industries.
- A combination of experience and drive. Someone who knows what to do and brings a sense of urgency to the doing.
- Superior ability to communicate orally and in writing.
- The ability to make tough decisions while retaining the respect of all constituencies.
- A transparent style that invites engagement and information sharing. A persona that is down to earth and open to conversation. The ability to welcome new ideas and graciously accept criticism.
- Unquestioned integrity and honesty. High energy plus demonstrated stamina.
- A strong sense of self, accompanied by a sense of humor.
APPLICATION PROCESS

Kate Nolde of Academic Search is assisting with this national search. Applications, nominations, and inquiries may be sent in confidence to YorkDean@academicsearch.org. Please feel free to reach out to Ms. Nolde at kate.nolde@academicsearch.org to arrange for a confidential conversation about the opportunity. You may also find a time on Kate’s Calendar to schedule a confidential conversation.

Although application materials will be accepted until the time that a new Dean is selected, candidates should submit materials by June 15, 2022, for the most favorable consideration by the search committee.

The application package should be submitted electronically in Word or PDF format and must include:

- A Letter of Interest that responds to the Leadership Opportunities and the Qualifications and Characteristics of the Dean sections of this profile.
- A current CV or resume.
- The names and contact information (telephone and e-mail) for five references, none of whom will be contacted until a later stage of the search or without the formal permission of the candidate.

All inquiries and applications will be received and evaluated in confidence.

York College of Pennsylvania is an Equal Opportunity Employer. For a copy of York College’s Annual Security Report, you may contact the Office of Campus Safety or visit the website at: www.ycp.edu/humanresources
ABOUT ACADEMIC SEARCH

Academic Search is assisting York College of Pennsylvania 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. For more information, visit www.academicsearch.org.

Committed to IDENTIFYING AND DEVELOPING LEADERS by providing the highest level of EXECUTIVE SEARCH to our higher education partners.