



UNC GREENSBORO

DEAN OF THE COLLEGE OF VISUAL AND PERFORMING ARTS UNIVERSITY OF NORTH CAROLINA AT GREENSBORO Greensboro, North Carolina

THE SEARCH

The University of North Carolina at Greensboro (UNCG), seeks a dynamic, strategic, and innovative leader in the arts to serve as its next Dean of the College of Visual and Performing Arts (CVPA), a college rich in history and reputation. The Dean will have an extraordinary opportunity to shape the largest and most comprehensive arts program in North Carolina as well as enhance and further CVPA's status as a premier institution for visual and performing arts in the nation.

UNCG is a public, coeducational, doctoral-granting, residential university, and one of the three original institutions of the University of North Carolina System. The University holds two classifications from the Carnegie Foundation for the Advancement of Teaching — as a “doctoral university with high-research activity” and for deep “community engagement” in its curriculum, outreach, and partnerships. The University is an inclusive learning community with a campus wide culture that embodies access, equity, diversity, excellence, and collaboration. The campus is known for its leadership in visual and performing arts, promoting vibrant communities, health and wellness, and translating scholarly findings into programs, policy, and practice.

A jewel of the University, CVPA is a nationally recognized, high-profile college, established from a merger of strong components. The Dean will work with stakeholders to explore and strengthen a common identity for the College, establishing more interdisciplinary connections across programs, while honoring the distinctiveness of its four Schools. A vibrant and clear communicator, the next Dean will work with faculty to build innovative programs and partnerships across campus and the Greensboro community. The Dean will be a seasoned leader with an established administrative track record who will grow enrollment and attract and allocate additional resources. S/he will be a talented performer, artist, teacher and/or scholar who thrives by shining a light on the talents of others.

This is an exciting opportunity to be a part of a transformative time at an outstanding College aspiring to reach the next level of excellence. The Dean will be an exceptional leader who will work with the College community to shape a vision for the future of CVPA. Reporting to a supportive and engaged Provost, and managing a talented and dedicated team of faculty and staff, the next Dean will bring the College to a new era of achievement in the arts.

UNCG has retained Isaacson, Miller, a national executive search firm, to assist with this search. All confidential inquiries, referrals, and nominations should be directed to the search firm as indicated at the end of this document.

UNIVERSITY OF NORTH CAROLINA AT GREENSBORO

Established by legislative enactment in 1891, UNCG was one of the first three founding University of North Carolina campuses. Today, UNCG aims to redefine the public research university for the 21st century as a collaborative and responsive institution making a difference in the lives of students and the communities it serves. Academic programs range from the liberal arts to professional programs such as business, health and human sciences, nursing, and the fine and performing arts. Its scope also includes masters and doctoral graduate education, online courses and programs, and world-class research.

UNCG is one of the 17 university campuses of the University of North Carolina system and offers 86 undergraduate programs in more than 125 areas of study, 74 masters programs, and 32 doctoral programs. The University's academic schools and programs include the College of Arts & Sciences; the Joseph M. Bryan School of Business & Economics; the School of Education; the School of Health and Human Sciences; the Joint School of Nanoscience & Nanoengineering; the College of Visual and Performing Arts; the School of Nursing; Continual Learning; the Graduate School; and Lloyd International Honors College. The student to faculty ratio is about 18:1. 51 percent of full-time faculty members are tenured, and 78 percent hold a doctorate or terminal degree in their field. More than \$30 million in grants and contracts for research and creative activity is awarded to faculty members annually. Among the most prominent of UNCG's research initiatives are the Gateway University Research Park and the Joint School of Nanoscience and Nanoengineering. Both of these partnerships are with North Carolina Agricultural and Technical State University, a local historically black research institution and a member of the UNC system.

With an enrollment of more than 20,000 students, including 3,500 graduate students and 2,800 faculty and staff, UNCG is one of the most diverse universities in the UNC System. The current student body is broadly diverse across any number of dimensions including gender, race, ethnicity, sexual orientation, socioeconomic status, nationality, and age. 66 percent of students identify as female, and students of color make up more than half the student body. 28 percent of resident undergraduate students and 16 percent of graduate students are African-American. More than 40 percent of UNCG students are Pell recipients and more than half of those students graduate within six years.

The University has received national recognition for its student success initiatives aimed at improving retention and graduation rates. In February 2017, UNCG joined the "Frontier Set," a project funded by the Bill & Melinda Gates Foundation, to identify successful strategies to improve graduation rates, especially for low-income and first-generation students, and for students of color. In March 2017, UNCG was lauded by the Educational Trust as a top national institution for closing the black-white graduation rate gap. In addition, it was the only North Carolina school in the Top 15, and one of just 12 public four-year universities, to be recognized by the U.S. Department of Education for "excelling in access and success," particularly for its efforts in increasing graduation rates among low socioeconomic status students.

At its core is a vision of UNCG as:

- A learner-centered, accessible, and inclusive community fostering intellectual inquiry to prepare students for meaningful lives and engaged citizenship;
- An institution offering classes on-campus, off-campus, and online for degree-seeking students and life-long learners;
- A research university where collaborative scholarship and creative activity enhance quality of life across the life span;
- A source of innovation and leadership meeting social, economic, and environmental challenges in the Piedmont Triad, North Carolina, and beyond;
- A global university integrating intercultural and international experiences and perspectives into learning, discovery, and service.

Leadership and Administration

Administered by the President and overseen by the UNC Board of Governors, each campus in the UNC system is headed by its own Chancellor and Board of Trustees. Franklin D. Gilliam, Jr. was elected as the eleventh Chancellor of The University of North Carolina at Greensboro by the Board of Governors of the University of North Carolina, effective September 8, 2015. Chancellor Gilliam brings to UNCG and the UNC system a wealth of experience from a career that spans over thirty years in higher education. As UNCG's first-ever African American Chancellor, Dr. Gilliam served as Dean of the Luskin School of Public Affairs at the University of California, Los Angeles, from 2008 until his appointment at UNCG. He has had a long and distinguished career as a professor of public policy and political science, researcher, and administrator.

Dr. Dana Dunn serves as UNCG's Provost and Executive Vice Chancellor and is responsible for curriculum and program development, the advancement of teaching, and the support of research and other scholarly and creative work in the academic community. She also facilitates the integration of academic affairs, student affairs, and research and engagement functions in support of the University's mission. Dr. Dunn joined UNCG in 2014 from the University of Texas at Arlington, where she held progressively responsible academic leadership and faculty roles over a 27-year period, including leading academic affairs for eight years, first as Vice President and later as Provost.

The arrival of Chancellor Gilliam and Provost Dunn has brought a spirit of excitement and renewal across campus. There is broad agreement among faculty, staff, students, and alumni that this new administration is innovatively and collaboratively leading UNCG into the future.

UNCG Strategic Plan

UNCG launched its most recent strategic planning process with the objective of creating a university-wide plan that is vision-focused and that sets a distinct direction for UNCG in the short and long term. Entitled "Taking Giant Steps," the plan fosters a steep trajectory of change as the University mobilizes its talent and resources to become a recognized research university providing a transformational education to a richly diverse student body. The strategic plan is anchored by Transformation — Student Transformation, Knowledge Transformation, and Regional Transformation — and focuses on three cross-disciplinary themes: Health and Wellness, Vibrant Communities, and Global Connection.

Visual and performing arts has been identified by UNCG as an area of academic distinction. CVPA's art, dance, music, and theatre programs receive national accolades and produce highly successful graduates. More information about the "Taking Giant Steps" strategic plan can be found at: <https://strategicplan.uncg.edu>.

Location

UNCG is located in the heart space of Greensboro, a city of 280,000 and Guilford County, a county of 517,000, and is close to both the mountains and the sea. Greensboro is a true college town with six other colleges and universities in the area.

Among Greensboro's many notable attractions, some of the most popular include the Greensboro Science Center, the International Civil Rights Museum, the Weatherspoon Art Museum, the Greensboro Symphony, the Greensboro Ballet, the Eastern Music Festival, the Greensboro Opera (an affiliate with UNCG), Triad Stage, the Wyndham Golf Championship, the headquarters of the Atlantic Coast Conference, the Greensboro Coliseum Complex, the Greensboro Grasshoppers of the South Atlantic Baseball League, the Carolina Dynamo of the Premier Development Soccer League, the Greensboro Swarm of the NBA G League, the National Folk Festival, and the Tanger Performing Arts Center (to open in Center City Greensboro in 2020). Greensboro is home to more than 90 miles of trails and greenways.

COLLEGE OF VISUAL AND PERFORMING ARTS

As the premier, most comprehensive, and largest set of visual and performing arts programs in North Carolina, the UNCG College of Visual and Performing Arts transforms lives by providing exceptional artistic and scholarly experiences. In accordance with the mission of the University, CVPA seeks to enable students to understand and embrace the artistic expression of all cultures, empowering them to enrich the human experience for themselves and others. With approximately 1,500 students, excellent facilities, and an internationally recognized faculty of well over 100 members, the College is a vibrant community of artists and scholars that produces more than 400 performances, exhibits, lectures, and other events each year.

CVPA builds on a long legacy of excellence and enormous strength in the arts to offer a broad variety of undergraduate and graduate programs in performance, visual art, arts education and administration, and cultural history within the context of a research intensive university. This union of the arts has allowed CVPA to explore many new and interdisciplinary collaborations and curricula, and to expand partnerships, locally, and globally.

Academics

Formerly known as the School of Music, Theatre, and Dance, Provost Dana Dunn worked with retiring Dean Peter Alexander to unify the visual arts with the performing arts to create the College of Visual and Performing Arts. The College brings together four areas of academic strength, Music, Theatre, Dance, and Art, each now a School within the College, in order to create new synergies and opportunities to work across disciplines. Within these four Schools, and the growing Arts Administration Program, CVPA offers nationally accredited programs and an impressive variety of degrees and certificates at the bachelors through the doctoral level.

CVPA offers a Bachelor of Arts in: Studio Art, Art History, Drama, and Arts Administration; a Bachelor of Fine Arts in Art Education, and in Drama; a Master of Fine Arts in Studio Art, and in Music; a Doctor of Musical Arts, a Doctor of Philosophy in Music Education, and a number of licensures and certifications. Minors and concentrations across all Schools are offered, along with exciting new minors in Musical Theatre and Interdisciplinary Arts and Social Practice, which exemplify CVPA's dedication to interdisciplinary work.

School of Art: Art students challenge and push the boundaries of their given field, whether by establishing an independent vision or perspective in the studio, exploring new facets of art history, or developing their own voices as art educators. Using the renowned Weatherspoon Art Museum and the Gatewood Studio Arts Center as their home base, Art students benefit from state-of-the-art equipment, a dedicated gallery space, and daily interactions with contemporary art and exhibitions. Committed faculty actively exhibit and publish nationally and internationally, modeling high standards in the visual arts, art history, and art education. Art students enjoy a full schedule of visits from practicing artists and scholars who give lectures, show exhibits, participate in graduate studio critiques, and provide students with invaluable firsthand knowledge. Through this diversity, the School of Art offers students a strong, self-motivated course of study where majors have meaningful contact with faculty across disciplines, methodologies, and practices.

School of Dance: Dance students enjoy opportunities to learn, interact and perform with internationally renowned artists, exploring the many ways to develop as movers, creators, and scholars to evolve their own artistic voice. The School of Dance facilitates student journeys through degree programs with common concerns: the lived experience of dancing, creative and critical engagement with performance and choreography as expressive mediums, and the development of the individual in relationship to community. The Teaching Assistantship Program, which offers excellent graduate students fellowship opportunities with financial benefits, sets the School of Dance apart. Housed in the recently renovated Mary Channing Coleman Building, the School strives to develop the imaginative, critical, and technical skills essential to the creative process, scholarly inquiry, and professional engagement in the field of dance.

School of Music: With a basis in rigorous professional training in musical performance, theory and teaching, coupled with a versatile liberal arts curriculum, music students experience a deep, well-rounded education at every level of study, preparing them for a diverse range of careers across the spectrum of music and beyond. Long recognized as one of the top music institutions in the nation, the School of Music offers the only comprehensive set of degrees in music education and music performance in North Carolina, from the undergraduate level through doctoral study. The school develops artists who are critical thinkers, deeply versed in the theory and performance of music, and engaged in the critical and social contexts of music in society. Outstanding facilities, world-class faculty, and numerous ensemble experiences foster an environment of artistic and academic success.

School of Theatre: With a diverse faculty harnessing unparalleled breadth and depth of knowledge, theatre students enjoy a challenging combination of theory, practice in performance, production, and teacher training. The School of Theatre educates and trains students as professional artists in performance, design and technology, theatre for youth, and theatre education. As a member of numerous national theatre organizations, including USITT, SETC, TCG, NAST, and AATE, the school offers a rigorous theoretical and practical education, along with valuable opportunities to network with theatre professionals and showcase their own work.

A range of workshops, master classes, presentations and class visits keeps theatre students abreast of the latest developments and techniques across the industry and further enhances their prospects for a wide range of careers.

Arts Administration: Intended to be pursued in conjunction with creative studies within home disciplines, the Arts Administration Program is ideal for students pursuing leadership and administrative roles within arts and cultural organizations across all major sectors. Arts Administration, as a second major or minor, works well with additional degree programs within the College or with a degree in another area of study at UNCG. Through a recent cross-college partnership with the Art History department, Arts Administration majors may elect to concentrate in Art Museum Studies within their degree. Additionally, the Arts Administration Program is strong in entrepreneurship through its partnership with the Bryan School of Business and Economics at UNCG.

Finances

The Dean of CVPA oversees a budget of approximately \$16.9 million, which includes three endowed professorships. The College receives \$11.9 million from state funds. The Dean is responsible for allocation of resources across the College and is part of the Provost's Council of Deans.

Spaces

The College has seen renovations and the addition of state-of-the-art buildings in recent years.

The School of Art is located on the first three floors of the 99,000 square foot Maud Gatewood Studio Arts Center (STAC). Two monumental sculptures by faculty members Andy Dunnill and Billy Lee flank its front entrance. The School provides studios for clay modeling, ceramics, foundry/sculpture, woodshop, digital and analog photography, lithography and etching, and painting and drawing. Each graduate student is given their own studio space.

The School of Dance is housed in the Mary Channing Coleman Building, where many dance events are held. The School provides seven studios that function as classrooms, rehearsal and performance spaces, as well as a computer lab, dance locker and dressing rooms, a green room, video archive, costume shop, and an in-house box office. The School has its own Dance Theater, which offers 155 seats, full lighting, professional audio equipment, project and recording capabilities, as well as an in-house box office.

Home to the School of Music, the Music Building opened in 1999 and houses a 350-seat Recital Hall and a 130-seat Organ Recital Hall. The Organ Recital Hall provides an intimate atmosphere, featuring a stunning 35-rank pipe organ made by the Andover Organ Company of Massachusetts.

Beautifully renovated and reopened in 2008, the UNCG Auditorium seats 1,642 people and is used for musical productions, operas, symphonies, ensembles, Performing Arts Series, faculty and guest dance performances, and various other performing arts events.

Also renovated in January 2008, the Pam and David Sprinkle Theater seats 140 people in an intimate and flexible performance space for the School of Theatre. The space is used as a

studio classroom for acting and directing. When not in production mode, the Sprinkle is the location for weekly performance-area workshops of student-driven work.

Built in 1967, Taylor Theatre is a 409-seat space with a proscenium 18 feet high and an adjustable width ranging from 35-58 feet. The theatre includes an orchestra pit capable of accommodating 25 musicians, and a fly and rigging system. The School of Theater is still in great need of infrastructure and facilities. Special attention to this need will be a primary concern for the next Dean.

While the Weatherspoon Art Museum is not part of the Dean's portfolio, it is a significant asset to the arts at UNCG and has one of the foremost collections of modern and contemporary art in the Southeast. The collection exceeds 6,000 nationally and internationally known works of primarily 20th and 21st Century American artists.

Cross-University Collaboration

CVPA has been a leader in UNCG campus-wide collaborations, including its current effort: *The '60s: Exploring the Limits*. The year-long event series, designed by a faculty and staff steering committee from across the University, provides a rich, curated lineup of performances, lectures, films, exhibits, and community interactions. Events are open to the public, and many offer free admission. The series follows the University's other collaboration projects *War and Peace Imagined* in 2016-17 and *The Globe and Cosmos: Celebrating 450 years of Shakespeare & Galileo* in 2014-15.

Community Engagement

In addition to its role on campus, CVPA is a leader in motivating the thriving arts scene in Greensboro. The Dean has countless opportunities to engage with the surrounding community to build partnerships and infuse the arts into Greensboro daily life. The Community Arts Collaborative (CAC) is one of the main connections. CAC functions as an umbrella organization over the community-engaged work of CVPA and serves the community of Greensboro by providing an array of low cost, participatory arts opportunities including private lessons, group classes, artist residencies, and performances. More information about these activities can be found at: <https://vpa.uncg.edu/home/community-arts-collaborative>.

Another example of innovative community engagement, Greensboro Project Space (GPS), created by the School of Art, is an off-campus contemporary art center that serves both the university and the vibrant communities in Greensboro.

The University of North Carolina Board of Governors approved UNCG as a Millennial Campus designation, which will create opportunities for growth, development of innovative academic experiences, and unique public-private partnerships for the University. The approval designates two areas of the campus as new districts for future development, one of which will focus on Visual and Performing Arts. The new Visual and Performing Arts District will encompass approximately 20 acres and will be a focal point of UNCG's distinction in this area. The next Dean will be a champion and leader in this effort.

People

Students

CVPA helps students unlock their creativity and create a life in the arts. Whether developing into a visual or performing artist, scholar, or arts educator, the College has a strong record of helping students cultivate their craft and develop the necessary knowledge to succeed in the highly competitive world of the arts. The College enrolls more than 1,300 undergraduates and nearly 230 graduate students (approximately 490 in the School of Art, 152 in the School of Dance, 564 in the School of Music, and 338 in the School of Theater). 63 percent of students in the College are female. Students of color make up 39 percent of the College's undergraduates and 33 percent of its graduate students. The majority of CVPA undergraduates are from North Carolina while graduate students are drawn both nationally and internationally. CVPA students represent 31 states and 18 foreign countries.

Faculty

The core of UNCG's commitment to its students is its faculty and its comprehensive array of degree offerings. CVPA faculty are exceptional teachers, performers, musicians, artists, and scholars. The College's faculty consists of 107 full-time members and one distinguished faculty member, supported by part-time faculty members, graduate assistants, and excellent technical staff. The faculty is highly active in the areas of research and creative activity, and has a rich history of ongoing community engagement. It is expected that faculty members at the upper ranks will enjoy national and international reputations and provide service to organizations that support their disciplines.

Alumni

The CVPA is especially proud of the success of its graduates, among whom can be found multiple Tony Award winners, an Academy Award winner, a Music Educator of the Year by the Grammy Foundation and the Recording Academy, Broadway performers, directors and designers, Metropolitan Opera and New York City Opera singers, and members of national theatre, opera and dance companies, symphony orchestras and performing ensembles of all types.

Over one hundred graduates are currently on the faculties of North Carolina's four-year colleges and universities. Another two hundred graduates are teaching at universities across the country, including the University of Michigan, Georgetown University, the Eastman School of Music, the Juilliard School, Harvard University, the Pratt Institute, the Rhode Island School of Design and other significant institutions.

Scores more of CVPA graduates are licensed art, dance, music and theatre teachers who are making an important difference in their communities. Graduates of the Arts Administration degree program, the College's newest program, are also finding positions with regional arts organizations.

Dean

Dr. Peter Alexander became Dean of UNCG's School of Music, Theatre and Dance in 2013 and managed the transformation from the School into the College of Visual and Performing Arts as

founding Dean. Under his leadership student enrollments increased, due in part to the implementation of new programs such as the BA in Arts Administration, the Musical Theatre Program, and the new Arts Residence Hall known as Studio 91.

Prior to his arrival in Greensboro Dr. Alexander was a professor of music and Dean at Butler University. He previously served at the State University of New York at New Paltz and the University of Southern Mississippi. Dr. Alexander received his Bachelor of Music Degree with honors, and a Performer's Certificate from the Eastman School of Music. After graduation he was offered a teaching assistantship at the University of Wisconsin and received his Master of Music Degree there. He attended Columbia University Teacher's College, where he earned his Ed.D degree in music performance and college teaching. He was a National Endowment for the Humanities Fellow at Harvard University and also studied at the University of Oslo.

LEADERSHIP OPPORTUNITIES AND CHALLENGES

Reporting to the Provost and Executive Vice Chancellor, the Dean of CVPA oversees an Associate Dean; the Directors of each of the Schools; an Executive Assistant to Dean and Business Officer; an Assistant Dean for Budget and Operations; a Director of Marketing and Alumni Outreach; a Director of Undergraduate Advising and Student Success; and a Director of Development (50 percent). The Dean will focus on curriculum efforts; encourage interdisciplinary and collaborative activity across the College; ensure a continued orientation and investment in diversity, access, and inclusion efforts in all activities; foster innovation, entrepreneurship, and excellence; engage alumni; increase the visibility of the College through outreach and promotion to the University, along with local, national, and international communities; and enhance capacities internally so that the students, faculty, staff, and programs can achieve excellent outcomes and success.

In carrying out these broad duties, the Dean faces several interrelated opportunities and challenges, as detailed below:

Provide strategic and unifying leadership for the new College

At this important time in its history, CVPA requires a dean with strategic vision who will lead the College in the continued implementation of the University's strategic plan at the College, school, and inter-school levels. The Dean, as an open, transparent, and engaging leader, will engage each of CVPA's constituent groups to identify key shared values and encourage internal collaboration among schools, as well as external collaboration across campus that will allow CVPA to plan purposefully, and wisely leverage resources. S/he will work with individual Schools to determine if there are further opportunities for new, enrollment-generating programs that reflect strong student interest.

The growth of CVPA, and the incorporation of new academic programs over the years, provides an excellent opportunity for the Dean to build cohesion and strengthen collaboration across both philosophical and physical divides. The next Dean will engage the Directors in conversations about the shared identity and the needs of the College as a whole. S/he will work to coalesce the Schools into an arts powerhouse, stronger than the sum of its parts. The Dean must focus on honoring differences and distinctive identities while also striving to unify and energize the constituencies of the College to address CVPA's overarching priorities. As innovative program opportunities emerge, the Dean will dialogue with Directors about market demand, funding

models, and the path to implementation. S/he will empower members of the College community to further collaborate with colleagues across schools and to be entrepreneurial in their work.

Provide astute and transparent financial stewardship

The incoming Dean will provide transparent leadership on the allocation of resources and energy, and will be expected to maintain the administrative structure for the College as well as ensure the efficient and effective day-to-day operations and finances of CVPA. Working with the Directors, the Dean will confirm appropriate business models for School programs and activities. The Dean will have a talent for engaging and building a team and will work to develop College staff to reach their highest aspirations and effectiveness.

The Dean will actively seek to increase College resources for research, scholarships, facilities, administrative support, and graduate student stipends through enrollment growth opportunities and fundraising. The College has seen renovations and the addition of state-of-the-art buildings in recent years, but as previously stated the School of Theater is still in great need of infrastructure and facilities. Special attention to this need will be a primary concern for the Dean.

The Dean will ensure resources are applied to support excellence in teaching, scholarship, and service. The Dean will focus these resources and energies on quality outcomes and achievements.

Recruit, retain, and support excellent faculty

CVPA is home to an extraordinarily talented and highly productive faculty and dedicated staff. The Dean will play a critical role in recruiting, supporting, and developing faculty members in order to promote continued excellence and to grow new talent. The next Dean will foster intellectual entrepreneurship and collaboration among schools and academic programs. S/he will manage to the strengths of the academic units, recognizing each discipline's unique needs and empowering each of them for success, creating a culture of communication, collaboration, fairness, and cohesion.

Serve as a visible champion for CVPA and the arts internally and externally

Armed with a unifying vision and mission for CVPA, the Dean will credibly represent the College to the rest of the UNCG community. An important part of this work will be to effectively collaborate with other senior administrators across campus. The Provost and Deans have established strong, mutually beneficial relationships, and the incoming Dean of CVPA must be a collegial, supportive, and trusted partner. S/he will leverage and build upon these relationships to advocate for the needs of the College and facilitate interdisciplinary collaborations across the University. The incoming Dean must be able to navigate university structures efficiently and expeditiously.

As an ambassador for CVPA in Greensboro and beyond, the incoming Dean has the potential to amplify the College's local, regional, and national reputation. The Dean must be comfortable speaking to a wide range of audiences including alumni, parents, community partners, neighbors, donors, and other stakeholders. Through these external interactions, the Dean will persuasively and compellingly communicate the strategic vision and outstanding offerings of CVPA to current and potential partners.

Advance UNCG's commitment to diversity and inclusion.

As a minority-serving institution, UNCG embraces diversity in all forms. The University is home to talented students with a variety of racial, ethnic, cultural, and socioeconomic backgrounds; religious beliefs; and racial, sexual, and gender identities. As UNCG continues to build a more diverse student body, the Dean will work with colleagues to anticipate and respond to the changing social and academic needs of diverse students at the College. The Dean will lead inclusively and work with other senior administrators, faculty, and staff to ensure that the campus experience of all students is an equitable one and that the entire UNCG campus benefits from studying and living in a more diverse community. The next Dean will develop new efforts, programs and partnerships that place an emphasis on community engagement and ensure that issues of diversity, inclusion, and equity are at the forefront of all change efforts and embedded in the academic and administrative activities of the College.

THE SUCCESSFUL CANDIDATE

UNCG seeks candidates with strategic vision, strong management skills, and a successful record of administration within an environment of transformation. The successful candidate will be an experienced leader with a track record of achievement and innovation in a diverse higher education institution. S/he will demonstrate a commitment to excellence, equity, and educational opportunity, and to encouraging and inspiring diverse faculty and staff as individuals in an academic and creative community.

While no one person will embody all, the successful candidate will bring many of the following professional qualifications and personal qualities:

- Terminal degree preferred; a proven record of excellence in scholarship or creative activity in disciplinary or interdisciplinary approaches to art, dance, music, or theatre;
- A deep appreciation for the arts and an ability to articulate the vision, mission, achievements and ambitions of CVPA to a diverse audience;
- Vision and strategic, transformational leadership skills to advance UNCG toward its aspirations and goals;
- A deep understanding of higher education finances, insight about the interrelationship of academic priorities, and experience planning and managing budgets—and, ideally, in raising new revenue;
- A deep understanding of the educational value of a diverse community and a demonstrated track record of advancing diversity and enhancing inclusiveness;
- Significant and successful administrative experience as a dean, department chair, school director, program director, associate dean, or the equivalent, and a track record of working closely with faculty and senior academic administrators;
- A leadership and management style that is visible, accessible, and transparent. A commitment to empowering and valuing the contributions of every member of the community;

- Proven skills as a senior manager; a demonstrated ability to lead, motivate, and supervise staff and provide successful oversight of people, budget, and space; the ability to effectively manage organizational change while working in a collaborative environment;
- A collaborative, collegial approach; a demonstrated ability to work effectively across all levels of a large, complex organization and engage a broad range of individuals and constituencies;
- The ability to recruit, motivate, inspire, and retain talented faculty and staff; the commitment to engage collaboratively with faculty and respond effectively to their concerns;
- A record of synergizing internal departments and academic programs;
- Strong listening skills and a high degree of emotional intelligence. A commitment to an internal culture of trust, flexibility, and balance;
- A strong sense of intellectual curiosity and a willingness to learn about new disciplines.

TO APPLY

UNCG has retained Isaacson, Miller to assist in this search. Please direct all inquiries, nominations, and referrals in strict confidence to:

Jackie Mildner, Partner
Carmen Delehanty, Senior Associate
Isaacson, Miller
www.imsearch.com/6619

In adherence to the UNCG Policy on Discriminatory Conduct, the University has been and will continue to be committed to the equality of employment opportunities and does not discriminate against applicants or employees based on race, color, national origin, religion, gender, age, disability, creed, veteran's status, political affiliation, or sexual orientation.