



Dean, College of Arts and Sciences Position Profile

The [University of South Florida](#) (USF) invites inquiries, nominations, and expressions of interest and applications for the position of Dean, College of Arts and Sciences (CAS). The university seeks a dynamic and entrepreneurial leader and scholar who will build upon the existing strengths of the faculty and the untapped potential of the college further to advance the University toward becoming a Top-25 public research university.

College of Arts and Sciences

The College of Arts and Sciences is the largest of the colleges at the University of South Florida with a multi-site footprint that spans the University's campuses in Tampa, St. Petersburg, and Sarasota-Manatee. Supported by a budget of \$115 million, the College is home to 703 full-time faculty members and 225 staff who together teach and support virtually all of USF's nearly 50,000 undergraduate students through the University's core curriculum – of whom 18,000 are majors in the College – in addition to 2,000 graduate students pursuing degrees in CAS' graduate programs.

CAS is a vibrant community of scholars and teachers with an unwavering commitment to diversity and inclusion and takes pride in its role as a leader in research, focusing on critical issues like sustainable human health, global change, genetic and infectious disease, civil equality, and world hunger. Through a fundamental emphasis on conducting [impactful research](#) and developing students' capacity for critical thinking, the College strives to create future leaders, great thinkers, accomplished scholars, and global citizens prepared to face today's and tomorrow's complex social and scientific problems and enhance the quality of life for people everywhere. As a testament to CAS' commitment to impactful research, faculty were awarded over \$24 million in research funding during the 2022-2023 academic year.

The College is comprised of three Schools, housing 23 departments and 16 centers and institutes, that offer 46 undergraduate majors leading to BA or BS degrees, 36 graduate programs leading to MS or MS degrees, and 22 certificate and 21 Ph.D. degree programs. Collectively, CAS represents a breadth of disciplines and covers a broad spectrum of areas of study in the humanities, natural sciences and mathematics, and social sciences:

School of Humanities: [Communication](#) | [English](#) | [History](#) | [Humanities & Cultural Studies](#) | [Philosophy](#) | [Religious Studies](#) | [World Languages](#)

School of Natural Sciences & Mathematics: [Chemistry](#) | [Geosciences](#) | [Integrative Biology](#) | [Mathematics & Statistics](#) | [Molecular Biosciences](#) | [Physics](#) | [Psychology](#)

School of Social Sciences: [Anthropology](#) | [Economics](#) | [Information](#) | [Interdisciplinary Global Studies](#) | [Journalism & Digital Communication](#) | [Mass Communication & Advertising](#) | [Public Affairs](#) | [Sociology & Interdisciplinary Sciences](#) | [Women's, Gender & Sexuality Studies](#)

Institutes: [Center for the Advancement of Food Security & Healthy Communities](#) | [Center for Justice Research & Policy](#) | [Center for Strategic & Diplomatic Studies](#) | [Center for Sustainable Democracy](#) | [Im/migrant Well-Being Research Center](#) | [Interdisciplinary Center for Hellenic Studies](#) | [Institute for the Advanced Study of Culture & The Environment](#) | [Institute on Black Life](#) | [Institute for Digital Exploration](#) | [Family Studies Center](#) | [Florida Institute of Government](#) | [Institute of Forensic Anthropology & Applied Science](#) | [Humanities Institute](#) | [Living Heritage Institute](#) | [Institute for Russian, European, & Eurasian Studies](#) | [Institute for the Study of Latin America & The Caribbean](#) | [Water Institute](#)

CAS Mission

The College of Arts and Sciences is the intellectual heart of the University of South Florida. The college is a community of teachers and scholars united in the belief that broadly educated people are the basis of a just, free, and prosperous society. By focusing on the big questions facing all of humanity, the college prepares students for successful, socially responsible personal and professional lives. By conducting innovative, interdisciplinary research and scholarship, the college advances knowledge in ways that prepare us to address complex social and scientific problems and enhance the quality of life for people and communities.

CAS Vision

The College of Arts and Sciences aspires to be a national model for integrating the humanities, social sciences, and natural sciences into a dynamic, trans-disciplinary entity focused on knowledge generation, global problem solving, skills development, and real-world applications. CAS will nurture academic success for a diverse population by creating engaged, inclusive learning environments that prepare students for productive personal and professional lives as global citizens. Through innovative, interdisciplinary research, creative activities, and mutually beneficial community partnerships, the college seeks to become a global leader in scholarship that addresses vexing social and environmental challenges and consequently enhances quality of life for all.

To learn more about USF's CAS, please visit <https://www.usf.edu/arts-sciences/>.

The University of South Florida

USF is situated in the vibrant and diverse Tampa Bay region, with campuses in Tampa, St. Petersburg, and Sarasota-Manatee. The University's campuses serve nearly 50,000 students pursuing undergraduate, graduate, specialist, and professional degrees. From USF's 13 colleges, undergraduates choose from more than 200 majors, minors, and concentrations, from business and engineering to the arts and USF Health.

Founded in 1956, the university has rapidly evolved into a global powerhouse that transforms lives through education, research, and innovation. In 2023, USF became the first public university in Florida in nearly 40 years to be invited to join the Association of American Universities (AAU), a prestigious group of the leading universities in the United States and Canada. Joining the AAU is a tremendous milestone for USF as it formalizes USF's position as a leading research university. In addition, over the past ten years, USF has jumped a remarkable 52 spots among public universities, from No. 94 to No. 42, and 73 places among all universities, from No. 170 to No. 97, according to *U.S. News and World Report's* 2023 Best Colleges rankings.

High-impact global research is central to USF's mission as one of only three Preeminent Research Universities designated by the Florida Board of Governors. The Preeminence

program rewards high-achieving universities based on 12 metrics, including graduation rates, student retention rates, research expenditures, and the number of patents awarded. USF is among the top 15 U.S. public universities for granted U.S. patents, according to the National Academy of Inventors (2023) and has ranked in the top 15 American public universities for ten consecutive years.

USF's innovation and economic development efforts produce tangible benefits across Florida. The university had a total economic impact of \$6.02 billion in fiscal 2019-20 and supports 68,704 jobs in the state. Many of the jobs supported by USF are in high-skill, high-wage, knowledge-based industries, such as life sciences, information technology, and financial services. USF fuels a pipeline of world-class talent for Florida's employers and beyond, supporting Florida's goal of being a Top-10 global economy by 2030.

USF scholars and researchers focus on developing transformative solutions to society's complex issues and are at the forefront of innovation in medicine, environmental science, engineering, data science, and the arts. USF leads the way in treating brain and heart disease, cybersecurity, sustainability, infectious disease, and clean energy. At USF, research is a creative and ongoing collaboration between faculty and students, administrators, business and academic partners, and the local community. As a result, USF is an ever-stronger global research university that explores uncharted terrain, generates knowledge, unleashes innovation, and changes lives. With engagement in the region, the state, the nation, and across the globe, USF is making a sustained and far-reaching impact. For more information about USF, please visit <https://www.usf.edu/>.

Position Summary

Reporting to the Provost and Executive Vice President for Academic Affairs, the next Dean will demonstrate a commitment to academic excellence and dedication to interdisciplinary collaboration. Core responsibilities will include providing strategic leadership across USF's three campuses and the recruitment, development, and retention of world-class faculty and staff. The Dean will also advance the research and teaching programs in the College and steward the College's resources. The Dean must also build strong relationships with alumni, donors, and various USF stakeholders. The Dean will also work closely with the University community and collaborate with fellow Deans on interdisciplinary programs, joint faculty appointments, strategic academic initiatives, and advancing student success.

The Dean of the College of Arts and Sciences will be expected to focus on the following priorities:

- Coalescing a shared identity, cohesion, and collaboration among the varied units that comprise the College;
- Building and sustaining interdisciplinary academic connections between the College and other colleges within the University, and working with external partners to develop collaborative undergraduate and graduate programs;
- Advancing strategic and academic planning that inspires the College to envision and support a bold strategy for the future;
- Recruiting and retaining world-class faculty and staff committed to positively impacting student performance and increasing their sense of belonging;
- Leading the College in exploring new methods to promote student success and distinction that will further elevate the student experience in meaningful ways;

- Developing new opportunities for student access to research/scholarship/creative activity and partnership with the faculty;
- Advancing academic excellence through a demonstrated commitment to inclusion, in all aspects of college work;
- Strengthening interdisciplinary connections among the College's units to promote growth in research/scholarship/creative activity and its attendant impact, as well as support unique academic programs;
- Supporting the University's research mission, the Dean will advance the faculty's scholarly activities and external sponsorship growth, and encourage and advocate for interdisciplinary opportunities;
- Encouraging and facilitating greater external support of primary, applied, community-oriented, translational and inter-, multi-, and transdisciplinary research/scholarship/creative activity;
- Enhancing partnerships with community-focused organizations and stakeholders on- and off-campus;
- Providing leadership in the area of fundraising and external relations as well as spearheading broader advancement efforts in communications and engagement with external stakeholders;
- Communicating the vision of the College to prospective students, alumni, foundations, industry, and external partners;
- Participating in campus-wide policy development and decision-making in an environment of shared governance;
- Persuasively articulating the vision, mission, goals, and programs of the College to the University community, external stakeholders, and the general public;
- Providing leadership to the faculty in developing, maintaining, and improving high-quality programs of instruction, research, creative activity, outreach, and public service.

Opportunities and Challenges

The Dean of the College of Arts and Science will lead an academically varied organization committed to serving local, regional, and state communities. The Dean will also demonstrate a strong history of leadership in teaching, research, and service. In leading the College, the Dean must provide leadership in the following areas:

- **Creating a Bold, Shared Vision for the Future** – The new Dean will play a critical leadership role in developing a bold new vision for the future of the College. In partnership with dedicated faculty, staff, students, and community partners, the Dean will lead efforts to identify ways to best take advantage of the College's strengths in teaching, research, and outreach to increase its impact within and outside USF.
- **Increasing Interdisciplinary Research and Partnerships** – The next Dean will identify new areas for academic partnerships at the University. The Dean will serve as the College's champion in communicating across academic units and serve as a catalyst for facilitating interdisciplinary research, creative activities, and programmatic collaborations. The Dean must inspire and lead open communication between university and community stakeholders to increase research and creative productivity and enhance the College's overall impact.
- **Accelerating USF's Strategic Plan Implementation** – USF continues its institutional transformation that will further align all three campuses. The Dean will have the

opportunity to work in close collaboration with the college's departments and faculty to implement USF's 2022-2027 strategic plan, [*In Pursuit of Excellence*](#).

- **Promoting a Welcoming and Inclusive Campus Environment** – the CAS' faculty, staff and students have historically demonstrated a strong commitment to addressing diversity, equity, and inclusion. The next Dean must possess a strong passion and demonstrated commitment to these tenets and partner with the campus community to enhance existing and identify new opportunities for creating an environment that promotes these ideals. The Dean must also be prepared to lead the conversation in how the College can extend itself in to surrounding communities that have not previously engaged with the campus and develop relationships with key stakeholders.
- **Supporting Student Success** – USF has earned national accolades for achievements in student access for success through recruitment, retention, and graduation. To advance the campus' work toward these important goals, the Dean must possess a deep, personal commitment to enhancing student success and serve as a visible leader who exemplifies these virtues and fosters an environment that supports student success as a central pillar of the campus experience.
- **Promoting the College's Academic Disciplines** – USF's next Dean must demonstrate an intellectual curiosity for the breadth of disciplines and programs offered by the College, as well as an understanding and appreciation of the impact each academic unit brings to the university, students, and community. The College's next Dean will raise the College's visibility and presence to showcase the College's unique value proposition, engage external partners, and recruit and retain high-caliber faculty in an increasingly competitive academic environment.
- **Commitment to Professional Development** – The College's dedicated faculty and staff bring energy, innovation, and positive perspectives to the College and the campus community. The Dean must be committed to creating opportunities for continued professional development for these individuals so they can achieve their professional goals and better serve the campus community. To do so, the Dean must clearly articulate and passionately advocate on behalf of the College to the administration and external constituents, particularly when securing resource support for the College's activities.
- **Community Engagement** – USF has a long and well-known history as a focal point for community partnerships with local industry, non-profit organizations, and governmental stakeholders committed to enriching the region's social fabric. In their role, the next Dean must be prepared to build upon the College's foundation in this area and continue to expand its efforts with a focus on strengthening existing and creating new pathways for access to higher education, workforce development, and social mobility for the region's diverse communities.
- **Developing New Financial Resources** – USF's campus community are driven by their high aspirations for the future, and the next Dean will be responsible for leading efforts to secure additional financial support in a highly competitive higher education environment. The Dean must be a strategic and entrepreneurial leader who will partner with faculty and other USF academic and administrative units to create new revenue streams related

to research, academic offerings, and industry partnerships. The Dean must leverage the College' intellectual resources to develop new revenue producing initiatives to ensure the College's long-term success and upward strategic trajectory.

- **Increasing Philanthropic Activity** – The Dean must demonstrate an ability to serve as a dynamic fundraiser and on behalf of the College at the local and national level. The next Dean will be tasked with further developing the College's relationships with private donors, industry, governmental agencies, foundations, and other external stakeholders to enhance philanthropic activity and support innovation and the College's aspirations.
- **Advocating on Behalf of the College** – In serving as the College's most ardent champion, the Dean must possess a resonance with and understanding of its deep commitment to the success of its students and advancing the College's endeavors in teaching, scholarship, access, and service. The Dean must serve as an advocate and primary spokesperson for the College to further define its role as an influential partner in USF's efforts to strengthen its critical position as an academic, social, and economic driver within the region.

Required Qualifications

USF seeks a Dean with exemplary academic leadership skills. The successful candidate must possess an outstanding record of scholarly achievement commensurate with appointment as full professor with tenure in one of the departments in the College or a closely related field. The candidate must also possess a strong sense of professional ethics, a commitment to inclusion and demonstrated success as an innovative administrator. Additionally, the successful candidate should have the following:

- Administrative and/or leadership experience in a university setting.
- Demonstrated commitment to excellence in teaching, including online and multimodal learning.
- Experience working with faculty to develop a vision for the future in an environment of shared governance.
- Demonstrated ability to work as part of a campus leadership team.
- A record of strategic thinking that brings together diverse groups of interests.
- Experience listening carefully and communicating effectively and with integrity.
- A record of success in recruiting, retaining, and mentoring talented and diverse faculty and staff.
- A demonstrated appreciation for the role staff plays in supporting faculty and students.
- Commitment to motivating and rewarding faculty excellence in teaching, research, and creative activities.
- Experience developing and implementing student success initiatives.

Preferred Qualifications

- Experience working in a multi-campus environment and addressing diverse stakeholder needs across the organization.
- Experience with and commitment to the development and management of graduate programs.
- Knowledge of the changing landscape of higher education and the ability to adapt to changing demands.

- Demonstrated commitment to and support of undergraduate research, scholarship, and creative activity.
- The ability to build morale among the College faculty, staff, and students.
- An appreciation for the importance of academic advising and its critical role to the success of the College.
- The ability to foster an inclusive environment that solicits input, seeks innovative solutions, and enables the implementation of new ideas.
- The ability to manage a large and complex organization with numerous budgets.
- Commitment to interdisciplinary scholarship and programs.
- Knowledge of professional and local resources that can be utilized to support scholarly endeavors.
- The ability to build and help enable continued growth for the College.
- A track record of success in fundraising and securing private support from donors.
- A record of success in leading through innovative organizational change in a transparent and inclusive manner.

Procedure for Inquiries

Every effort will be made to preserve confidentiality of information received. General expressions of interest, nominations, and inquiries should be submitted electronically in confidence to m.herrera@spaexec.com.

Procedure for Applications

The Search Advisory Committee will begin reviewing applications in January and continue to accept applications and nominations until the position is filled. Applications should include a detailed curriculum vitae and a letter of interest highlighting the applicant's personal vision and relevant leadership experience. Applications are subject to the State of Florida Sunshine Laws. To ensure full consideration, applications should be submitted electronically to:



Alberto Pimentel, Managing Partner
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