



Dean, College of the Pacific Position Profile

University of the Pacific (Pacific) invites experienced and accomplished academic leaders to apply for the role of **Dean of the College of the Pacific (The College)**. The Dean must possess an entrepreneurial spirit and contribute to a culture that is focused on student success and academic excellence.

The University

The University of the Pacific - *California's Private University of Choice* - provides personalized learning and small class sizes, with professors passionate about their students' success. The University offers an experience that produces successful alumni who lead in their communities, in California, and beyond. Located across Northern California, Pacific's three campuses are located in Sacramento, San Francisco, and Stockton, connecting students to some of the most diverse, dynamic and rapidly-growing centers for industry and innovation in the country.

Pacific's residential campus is located in Stockton, the heart of one of the country's most diverse cities, and within reach of Sacramento, San Francisco, the Napa Valley, and Yosemite. From the classroom to extracurriculars, students discover close-knit like-minded connections that reach beyond their time on campus. Student life at Pacific complements and enriches students' social, academic, and professional life. The University is proud to provide students with the opportunity to engage in 12 unique Sport Clubs, more than 150 student clubs and organizations, climb a 36' tall rock-climbing tower, and connect with the community through outreach and service opportunities. Life outside the classroom is just as important as inside, and representation matters. As a part of its institutional mission, Pacific is committed to identifying the needs and providing the resources for the multiple identities and diverse walks of life represented on campus.

Pacific strongly believes that diversity, equity, and inclusion are essential to the fulfillment of its institutional mission. Diversity is an indispensable component of academic excellence. It enriches the educational experience by allowing all to share knowledge, develop critical thinking skills, and understand new perspectives and ideas that are grounded in all of the ways everyone is different and unique. For more information about Pacific, please visit <https://www.pacific.edu/>.

President Christopher Callahan

Appointed July 1, 2020, [President Christopher Callahan](#) has set the University of the Pacific on a bold new vision for the future. To achieve Pacific's ambitious goal of becoming the best student-centered comprehensive university in the nation within a decade, President Callahan has begun assembling a team of talented and visionary leaders from institutions such as UCLA, Occidental College, and Harvey Mudd College to fully leverage the University's position and capitalize on the University's strengths: the personalized learning that is a hallmark of Pacific, expanded real-life learning opportunities coupled with service to communities, accelerating the pace of innovation, and becoming a model for diversity, equity, and inclusion.

A first-generation college graduate, President Callahan earned his BS degree in journalism from Boston University's College of Communication and an MPA from Harvard University's John F. Kennedy School of Government. Before entering higher education, Callahan was a journalist for The Associated Press in Washington, D.C., and state capitals in New England. He joined Pacific after more than 25 years in higher education leadership, most recently as the founding dean of the Walter Cronkite School of Journalism and Mass Communication at Arizona State University, CEO of the university-owned Arizona PBS station and vice provost for ASU's downtown Phoenix campus.

College of the Pacific

As the liberal arts core and founding school (1851) of the University, the [College of the Pacific](#) is the oldest and largest academic unit, offering courses in the natural sciences, social sciences, humanities, and the fine and performing arts. The College is part of Pacific's residential campus and is located in Stockton, California in the heart of one of the country's most diverse cities. And within reach of Sacramento, San Francisco, the Napa Valley, and Yosemite. The College of the Pacific collaborates closely with the University's other eight schools and offers the foundational coursework for the University's professional programs. With 17 departments and a variety of interdisciplinary programs, the College of the Pacific provides a diversity of learning opportunities characteristic of much larger institutions while retaining a small college size and culture.

The College educates all students by combining a rigorous liberal arts curriculum with opportunities to develop engaging partnerships in business, education, engineering, health sciences, law, and music. Supported by faculty committed to personalized education, the College champions experiential learning through undergraduate research and creative activity, fieldwork, internships, and study abroad. College of the Pacific challenges students and faculty to cultivate and exercise intellectual curiosity and conviction in the pursuit of meaningful personal and professional lives.

The College, supported by 150 faculty members, offers 31 majors and 36 minors through the following 17 departments: Art, Media, Performance and Design; Biological Sciences; Chemistry; Communication; Economics; English; Geological and Environmental Sciences; Health, Exercise and Sport Science; History; Mathematics; Modern Languages and Literature; Philosophy; Physics; Political Science; Psychology; Religious Studies; and Sociology. The College is also home to the School of International Studies, considered Pacific's window to the world. Through international, interdisciplinary, and intercultural immersion, the School prepares students to succeed in a variety of professions in industry, government, not-for-profit organizations, and educational institutions.

The centers housed within the College express Pacific's fundamental commitment to engaging students, faculty, and the community beyond the classroom on matters of cultural, social and environmental significance. The centers include:

[Jacoby Center for Public Service and Civic Leadership](#) – This Center helps students learn to study social and political issues through research projects, internships and other experiences. In addition, the Center offers an after school tutoring program by partnering with Stockton Unified School District's After School Program ASP, more commonly known as Stockton Tutoring and Enrichment Program (STEP) Up.

[The John Muir Center](#) – The John Muir Center was established in 1989 to encourage greater use of the John Muir Papers by the scholarly community and to promote the study of California and its impact upon the global community. In an effort to continue Muir’s legacy as a guardian of the environment, the John Muir Center encourages students to get involved in sustainability and green initiatives at Pacific.

[Humanities Center](#) – Pacific has a rich history of advancing the liberal arts through the practice and exploration of various forms of cultural expression. Focused on faculty, students, and the local community, this Center promotes the value of art, music, theatre and film, as well as the traditional humanities disciplines — classical and religious studies, philosophy, literature and languages.

Position Summary

As the chief academic and administrative officer for the College, the Dean is responsible for the academic leadership of the College. In leading the College during this important period of planned institutional growth, the new Dean will play a critical role in effectively aligning the departments that comprise the College, developing and implementing a new strategic plan, and guiding the College through the process of redefining its identity. The Dean will also lead efforts to enhance the College’s academic culture of excellence and strengthen external partnerships to advance research/scholarship/creative activity and community impact. The Dean will be responsible for the academic, research, creative and outreach leadership of the College, as well as the management of its human and financial resources. The Dean has responsibility for leading the faculty and staff to work cohesively to advance the College as a whole and represents the College on campus and to the outside world, including alumni, donors, and other external stakeholders.

Opportunities and Challenges

The College seeks a leader who will value collaboration, transparency, academic excellence, and embrace Pacific’s mission to provide a superior, student-centered learning experience integrating liberal arts and professional education. To be successful in their endeavors on behalf of the College, the new Dean must address the following challenges and opportunities:

Establishing a Compelling Vision for the College

The Dean must develop a comprehensive, ambitious, and dynamic vision for the College’s future. Pacific is on an upward trajectory in pursuit of academic excellence, student success, research growth, creativity and community service and the Dean must serve as a passionate advocate for these ideals—working in collaboration with College stakeholders to create a refined vision for the College’s future.

Promoting Liberal Arts Education

The next Dean must be a vocal advocate and champion for liberal arts education and be committed to developing creative and effective strategies for marketing and promoting the importance and value of all academic disciplines within the College. The Dean’s efforts will contribute to expanding interdisciplinary collaborations and increasing student enrollment overall and in targeted areas.

Managing Resources and Stewarding New Revenue Streams

The Dean will be an equitable and transparent steward of fiscal resources while setting clear priorities, making strategic budgetary allocations, and working on identifying and developing new revenue streams to support college-wide academic initiatives.

Enhancing Communication and Collaboration

The Dean must promote a culture that values collaboration and be committed to developing effective pathways for communication within the College and across all levels of the University. In addition, the Dean must be a strategic risk taker willing to partner with Pacific's other colleges and schools in exploring the expansion of current programs as well as the development of new joint initiatives. Promoting programmatic engagement with stakeholders across the university will generate enthusiasm for new initiatives, create opportunities for students, inspire new collaborations, fully leverage the intellectual capital of the university, and reinforce a nascent culture of innovation and entrepreneurship.

Enhancing Existing and Establishing New Academic Programs

Embracing the liberal arts core of the College, the Dean will identify and implement effective strategies and initiatives for revamping existing academic programs. In collaboration with faculty from all academic areas and considering the workforce needs of the region, the Dean will make data-driven decisions on the development and launch of new programs to enhance enrollment growth and retention.

Adapting to Changes in the Learning Environment

The Dean will work collaboratively with faculty, staff, students, and the University's administrative team in developing and implementing a comprehensive plan for ensuring a successful transition to a post-COVID-19 learning environment. The next Dean will lead the College in addressing what changes must occur in order to best support student success while strengthening teaching and learning models while assessing the adoption of online and remote learning modalities.

Advancing Pacific's Commitment to Diversity, Equity, and Inclusion

The Dean will serve as an influential leader in supporting and strengthening Pacific's commitment to addressing issues pertaining to diversity, equity, inclusion, social justice, and antiracism. The Dean will lead efforts to make the College an open and welcoming environment for its diverse student body. The Dean will also ensure that the college supports not only the recruitment of accomplished and diverse faculty and staff, but also provides an environment that supports professional growth conducive to faculty and staff retention.

Addressing Faculty Needs

Pacific's dedicated faculty are one of its central strengths. They bring energy, innovation, and a wealth of institutional knowledge and experience. The Dean must identify resources for the further development of faculty that will strengthen their efforts in scholarship, teaching, and mentoring at all levels. The Dean must create and implement strategies to address issues related to faculty recruitment, retention, and equitable as well as competitive compensation.

Qualities and Characteristics

The successful candidates must have a record of distinguished scholarship and administrative achievements aligned with Pacific's own standards of academic excellence. They must also value collaboration, transparency and entrepreneurship, and embrace Pacific's mission to provide a superior, student-centered learning experience integrating liberal arts and professional education. The successful candidate will also possess:

- A demonstrated ability to lead, including management of human and financial resources; the ability to work with faculty to develop a vision and plans for the future in an environment of shared governance; the ability to function well as part of the campus leadership team;
- The ability to think strategically and bring together diverse groups of interests to coalesce in a unified vision;
- An enterprising mindset that will capitalize on the region's unique urban environment that promotes engagement and partnership opportunities with community stakeholders;
- The ability to communicate effectively to build and enhance relationships with the staff, community, and various constituent groups;
- A willingness to actively and enthusiastically partner with an engaged undergraduate and graduate student body;
- A deep commitment to academic excellence, demonstrated ability for creative leadership and management, and the energy and vigor to translate ideas into action;
- An innovative, transdisciplinary and entrepreneurial approach to the Dean position in order to serve as a catalyst for new and compelling academic, creative and research initiatives in the College with the potential to expand on existing College strengths;
- A commitment to fostering and sustaining a culturally diverse academic environment; a demonstrated ability to relate effectively to a wide variety of people of diverse backgrounds, including an understanding and respect for cultural, racial/ethnic, gender, sexuality, and individual differences;
- Recognition of the assets that diverse urban populations bring to the table, sensitivity to the educational needs of our students to enable these assets to be nurtured and supported, and sharing of the University's commitment to serving as a model for student success;
- Excitement to serve as an engaging advocate on behalf of the College on campus and within the region; the next Dean will be tasked with further developing the College's external relationships to not only increase donations, but stimulate productive partnerships with external constituencies;
- A deep resonance with Pacific's commitment to excellence and diversity, to the personal and educational enrichment of its faculty, staff and students, and a passion for the College's role in ensuring student graduation and post-graduate job success; and
- Integrity and high ethical standards.

Qualifications

The next Dean will play an important role in the future growth of the College and be committed to the advancement of knowledge through scholarship and creative activity, teaching and learning, community engagement, and public service. The successful candidate will possess a distinguished record of academic accomplishment and service, superior interpersonal and management skills, and the following:

- An earned doctorate/terminal degree in a discipline represented in the College from an accredited university;
- A successful track-record of progressive administrative and/or leadership experience as shown by a minimum of three years at a department chair level or above;
- An outstanding record of scholarly achievement commensurate with appointment as full professor in one of the departments in the College;

- Experience as an innovative, decisive leader and diplomat with strong organizational and consensus-building skills, integrity, and the ability to inspire and lead faculty with diverse interests and scholarly approaches;
- A record of success and ability in recruiting and retaining talented and diverse faculty; a history of inspiring faculty to excel in teaching, research/scholarship/creative activities and rewarding excellence in these areas;
- A history of providing students with a high-quality educational experience and aggressively addressing issues related to student success;
- Experience in building multidisciplinary programs and fostering external partnerships to create an outwardly looking educational environment for faculty and students;
- Proven people skills and the ability to serve as a highly effective listener and communicator.

Application / Nomination Process

Review of applications, nominations, and expressions of interest will begin immediately and continue until an appointment is made. Applicants must submit: a current resume or curriculum vitae and a cover letter describing relevant experience and interest in the position. Nomination letters should include contact information for the nominee. All applications and nominations will be handled in confidence.

Applications and letters of nomination should be submitted by email to:



Alberto Pimentel, Managing Partner
Emy Cruz, Partner

Email: apsearch@spaexec.com

SP&A Executive Search
 6512 Painter Avenue, Whittier, CA 90601
 Refer to code: **COPDEAN** in subject line

University of the Pacific is an affirmative action and equal opportunity employer dedicated to workforce diversity. In compliance with applicable law and its own policy, Pacific is committed to recruiting and retaining a diverse faculty and staff and does not discriminate in its hiring of faculty and staff, or in the provision of its employment benefits to its faculty and staff on the basis of race, color, religion, national origin, ancestry, age, genetic information, sex/gender, marital status, military and veteran status, sexual orientation, medical condition, pregnancy, gender identity, gender expression or mental or physical disability. The university will provide reasonable accommodations to individuals with a disability.