Leadership Profile

Dean of the Division of Arts

This Position Specification is intended to provide information about University of California Santa Cruz and the position of Dean, Division of Arts. It is designed to assist qualified individuals in assessing their interest.
University of California, Santa Cruz

University of California, Santa Cruz opened in 1965 with 650 students. The campus sits on 2000 acres overlooking Monterey Bay and is home today to 16,231 undergraduate and 1,637 graduate students. UC Santa Cruz, has earned international distinction as a university with high-impact research and an uncommon commitment to teaching and public service.

A campus with world-class facilities and one of the most visually spectacular settings in higher education, UC Santa Cruz provides unparalleled opportunities for students to learn through hands-on experience. A commitment to environmental stewardship and community engagement are also central to UC Santa Cruz’s core values.

Achievements by UC Santa Cruz faculty and students have earned national and international recognition for the quality of research and teaching. The campus offers undergraduate students 65 majors in the fields of Arts, Engineering, Humanities, Physical & Biological Sciences, and Social Sciences. UC Santa Cruz graduate students earn advanced degrees in 41 programs and are encouraged to explore interdisciplinary approaches in their research. Departments are organized within the Arts, Humanities, Physical and Biological Sciences, and Social Sciences divisions; and the Baskin School of Engineering. UC Santa Cruz’s libraries are at the heart of the university, state-of-the-art technological research facilities designed for collaborative learning in the 21st century.

Chancellor George R. Blumenthal

Chancellor George R. Blumenthal is a distinguished scholar and academic leader with a long tenure at UC Santa Cruz and within the University of California system. He has served as the 10th chancellor at UC Santa Cruz since July 2006, initially as acting chancellor. The UC Board of Regents appointed him permanent chancellor 14 months later in September 2007. Chancellor Blumenthal joined UC Santa Cruz in 1972 as a professor of astronomy and astrophysics.
CP/EVC Galloway is responsible for managing the daily operations of UC Santa Cruz. She works closely with Chancellor George Blumenthal and is the administration's primary liaison with the Academic Senate.

Galloway joined the UC Santa Cruz faculty in 1990. She has held several administrative appointments, including most recently that of Vice Provost and Dean of Academic Affairs and University Extension. She served as chair of the Anthropology Department, as well as chair and vice chair of the UC Santa Cruz Academic Senate. She earned her Ph.D. in anthropology from the University of Arizona and her B.A. in anthropology from UC Berkeley.

Galloway is also one of the nation's leading forensic scientists. She is frequently asked by law enforcement officials to analyze and identify human remains. Because many of the cases she works on are homicides, she has referred to her work as "giving voice to victims." A frequent expert witness in court cases, she intends to continue her research while serving as CP/EVC.

**Administrative Units**

- Chancellor
- Campus Provost/Executive Vice Chancellor
- Business & Administrative Services
- Planning and Budget
- Undergraduate Education
- Graduate Studies
- Office of Research
- Student Services | Dean of Students Office
- Academic Personnel Office
- Staff Human Resources
- Information Technology Services
- University Library
- University Relations
- Silicon Valley Initiatives

**Academic Divisions**

- Arts
- Engineering
- Humanities
- Physical & Biological Sciences
- Social Sciences
Undergraduate Colleges

- Cowell College
- Stevenson College
- Crown College
- Merrill College
- Porter College
- Kresge College
- Oakes College
- College Eight
- College Nine
- College Ten

Porter College was founded in 1969 as the fifth of UC Santa Cruz’s residential colleges and was later renamed in honor of a generous grant from the Porter-Sesnon family. Its mission is to foster achievement in all areas of study. Porter is especially dedicated to achievement in the arts, believing that creative inquiry is an essential part of a rigorous and broad-minded education, a flourishing society, and a happy life.

The Porter College curriculum encourages students to explore unusual topics and provocative ideas, to test and revise hypotheses about the meaning of their experiences, to learn from the failures that are an inevitable part of new learning and discovery, and to assume responsibility for the decisions they make in their studies. In addition to Core courses for first-year students, which provide rigorous training in critical reading and writing and study skills, Porter offers a variety of smaller interdisciplinary seminars that combine historical and theoretical approaches to the arts, humanities, and sciences with practical experience conducting scholarly research and making creative work.

Porter College fellows hail from every academic division on campus and from many non-academic professions, but all of them share the philosophy of education that the College’s curriculum embodies: first, discover how to learn; then, learn by doing; and finally, let your learning make a difference in the world.
The Division of Arts

The Division of Arts at UC Santa Cruz comprises five academic departments (Art, Film and Digital Media, History of Art and Visual Culture, Music, and Theater Arts) and a Program in Digital Arts New Media. There are seven Bachelor's degrees, three Master's of Arts, one Master of Fine Arts, and three PhD degrees and a DMA. One of the strengths of the departments and programs in the Arts at UC Santa Cruz is the integration of practice, performance, and production with critical analysis, history, and curation. Opportunities are available for students at both the graduate and undergraduate levels to engage in interdisciplinary collaboration and disciplinary training that encompasses a depth and breadth of study that is uncommon across the country.

Faculty research in the Arts spans multiple disciplines and fields of study, it is highly interdisciplinary, and is supported by: The Arts Research Institute as well as the Arts Dean's Fund for Excellence. The seven active research centers in the Arts include: the Center for Documentary Arts and Research, Center for Force Majeure Studies, Creative Ecologies, E.A.R.T.H. Lab, Innovation and Design Lab, Openlab Network, and Social Practice Arts Research Center. A unique Institute for the Arts and Sciences is being launched.

State of the art facilities in the Arts include: experimental media, photography, and computer labs, music recital hall and electronic music studios, professionally equipped theaters, recording facilities and editing suites, studios for filmmaking, painting, printmaking, drama, and dance, surround sound screening theaters, and the only metal foundry in the UC system. Professional exhibition spaces include the Sesnon Gallery.

Further information about the Division of Arts can be found at: http://arts.ucsc.edu/.

The Role of the Dean of the Division of Arts

Reporting to the Campus Provost and Executive Vice Chancellor (CP/EVC), the Dean of the Division of Arts is the chief officer of the division. The Dean serves as the division's executive head, representative, and administrator, and has responsibility for a full range of activities associated with the management and promotion of excellence of the academic and research missions of the division.

The Dean oversees the hiring, promotion, and retention of faculty and staff; facilitates the development and oversight of graduate and undergraduate curriculum and degree programs; has responsibility for financial matters including budgetary and space allocations; provides strategic vision and manages the academic leadership of the division, including department chairs and associate deans; serves as a member of the Deans Advisory Council, and other campus and University-wide committees as delegated by the Chancellor and CP/EVC; works
with campus administration, the Academic Senate, and other academic units in the maintenance, innovation, development, and implementation of programs; participates in campus-wide decisions and policy development; oversees the health and safety regulations for the division, including hazardous materials management; and maintains a divisional affirmative action program for faculty and staff recruitment and retention. In particular, the Dean helps maintain an equitable, nondiscriminatory workplace environment with a positive commitment to facilitating and increasing diversity.

Opportunities and Expectations for Leadership

Building on a solid foundation and working with a collaborative faculty and academic leadership team, the Dean of the Division of Arts will be an energetic and enthusiastic advocate for the Arts across the UC Santa Cruz campus and within the larger UC system. Leadership opportunities for the Dean include:

Provide Collaborative Leadership and Establish a Shared Vision

The new Dean is expected to serve as one of UC Santa Cruz’s senior academic leaders while also advocating effectively for the Arts. S/he should demonstrate a commitment to shared governance, a willingness to work on behalf of faculty, staff, and students, and a belief in the value of the Arts in both its creative- and research-oriented approaches. S/he should also be dedicated to the Arts’ mission of teaching excellence, as well as its commitment to social and environmental responsibility. The Dean must be an innovative thinker in terms of program enrichment and development. The ability to analyze and assess new programs and pedagogical methods is highly desirable.

To be an effective advocate for the division and serve as spokesperson across multiple constituencies, the Dean must have outstanding communication skills with the ability both to listen and to persuade. The Dean must combine effective negotiating skills with the ability to be a team player in order to advance the division’s goals and objectives. S/he will need to communicate the division’s strengths and needs to others, including UC Santa Cruz leadership, faculty, parents and prospective students, alumni, and external funders.

Enhance Resources in Support of Excellence in the Arts

Maintaining and expanding a strong and vital Arts division will require a continuous renewal of substantial resources. The new Dean must be proactive and entrepreneurial in identifying priorities for innovative programming and seeking the resources to support them, both through personal involvement in fundraising, student, and faculty recruitment efforts, and community engagement.

To ensure continued excellence in the division, the development and implementation of strategies and initiatives for the ongoing recruitment and retention of high caliber students and faculty is also a key priority. The new Dean will partner closely with enrollment management to articulate the value of the Arts and its importance in creating tomorrow’s citizens and leaders.
Responsibilities/ Duties

The Dean is the highest authority within the Division of Arts with responsibilities that include the following:

Curriculum/ Program Development

- Facilitating the review and approval process for establishing new academic undergraduate and graduate degree programs and for overseeing the curricular planning and development within the division.

- Cultivating partnerships with other campus units in the development of interdisciplinary academic or research programs.

- Setting and promoting high academic standards and agendas in instruction and research. Fostering research programs.

Faculty hiring, development, human resource management and diversity

- Identifying the division's needs for faculty positions, establishing hiring priorities, and making recommendations to the CP/EVC for faculty FTE allocations to the division.

- Administering academic personnel policy, including recommending, and, when delegated, approving appointments, promotions, and terminations of academic personnel, as well as leave policies.

- Authorizing the initiation of faculty recruitments; negotiating and approving faculty start-up packages.

- Providing support and assistance for the scholarly development of faculty, particularly junior faculty.

- Promoting the need for an outstanding and diverse faculty, staff, and student body, including maintaining a division's affirmative action program for faculty, staff, and student recruitment and retention consistent with the University's affirmative action policies.

- Supervising the operations of the division, hiring and evaluating staff performance, and providing direction to the staff.

- Ensuring the division's observance of proper health and safety regulations, in coordination with the campus health and safety office.
**Finance, operations and administration**

- Managing the financial affairs of the division, including making budgetary allocation requests and managing the division’s resources, including allocating financial resources within the division.

- Developing the division’s space proposals, for allocation of space within the division, and for approval of renovations and alterations in the division’s space, including teaching laboratories and art studios.

- Guiding short- and long-range planning of minor and major capital improvement projects for the division.

- Serving as a member of the Dean’s Leadership Council and other campus and University-wide committees as designated.

- Working with campus administration, the Academic Senate, and other campus offices on the implementation and development of campus-wide decisions and policy development.

**Advancement**

- Cultivating local, national, and international artistic and industrial relations and support.

- Working closely with the division’s and campus’s development offices to cultivate major gifts and to promote the image and communications of the division externally.

- Enhancing and developing alumni engagement.

- Creating meaningful interactions between students, faculty, alumni, community members, and industry leaders.

- Supporting communications and marketing efforts that enhance the reputation and identity of the Arts at UC Santa Cruz locally, nationally, and internationally.

**Professional Qualifications and Personal Qualities**

The ideal candidate will have the following professional qualifications and personal characteristics:

- Demonstrated academic administrative leadership through experience as a Dean, Associate Dean, Department Chair, Institute Director or other equivalent administrative leadership role.
● National or international distinction as a scholar-artist, researcher/practitioner and educator with a record necessary for a position as a full professor in the Division of the Arts.

● Experience fostering interdisciplinary research and education, including the development of new and compelling programs;

● Demonstrated ability to communicate effectively with administrators, faculty, students, and staff in an environment of shared governance;

● Appreciation for the mission and responsibilities of a university serving a multi-ethnic state and a demonstrated commitment to diversity;

● Potential for success in fundraising and securing external support;

● Ability to cultivate and develop positive relations with internal and external constituents including alumni, and members of the community and industry, locally and beyond.

● Congenial and have a good sense of humor.

Santa Cruz Area

Located on the northern tip of Monterey Bay, Santa Cruz is famous for its Mediterranean climate, forested state parks, miles of scenic beaches, and for its high-technology industry.

UC Santa Cruz is also located near San Jose, the 11th largest city in the U.S. and the heart of Silicon Valley, the worldwide hub of technological innovation. Many students find valuable internships and jobs in companies in Silicon Valley, or in the nearby Monterey Bay National Marine Sanctuary.

The city of Santa Cruz, with a population of about 56,000, is a vibrant community with cosmopolitan appeal. Art exhibits, local theater companies, a symphony orchestra, fine restaurants, and a lively contemporary music scene combine to make Santa Cruz an enviable place to work and live.

The metropolitan centers of the San Francisco Bay Area are easily accessible. By car, San Francisco and the East Bay are less than two hours from campus; San Jose, Silicon Valley, and Monterey are within an hour's drive.
Procedure for Candidacy

Please direct all nominations and resumes to Monica Burton and Jennifer Biehn via e-mail to:

**Jennifer Biehn**  
Witt/Kieffer  
Phone: 970.471.0137  
Email: jbiehn@wittkieffer.com

**Monica Burton**  
Witt/Kieffer  
Phone: 646.517.0502  
Email: mburton@wittkieffer.com

*The University of California, Santa Cruz is an Equal Opportunity/Affirmative Action Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or protected veteran status. UC Santa Cruz is committed to excellence through diversity and strives to establish a climate that welcomes, celebrates, and promotes respect for the contributions of all students and employees.*

The material presented in this position specification should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from University of California, Santa Cruz documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.
Appendix I

DIVISION OF THE ARTS ADMINISTRATION UNIT

William A. Lashleam
Interim Dean

[Diagram showing organizational structure with names and titles]

ITS STAFF

[Further details of staff members and their roles]
Witt/Kieffer is the preeminent executive search firm that identifies outstanding leadership solutions for organizations committed to improving the quality of life. The firm's values are infused with a passion for excellence, personalized service and integrity.