

# Emerson

## Dean, School of the Arts

Emerson College invites applications and nominations for the position of Dean of the [School of the Arts](#). Reporting to the provost and working closely with Emerson's new president [Dr. Jay M. Bernhardt](#), the Dean will be responsible for providing vision, leadership, and operational oversight of this distinguished part of Emerson's unique academic enterprise. Building on a heritage of innovation and an established reputation for excellence and equity, the School of the Arts' new Dean will create and implement a plan to advance its impact and stature in the context of the College-wide strategic planning process currently underway to be completed by Fall 2024.

### **Emerson College**

As its mission statement establishes, "Emerson College educates students to assume positions of leadership in communication and the arts and to advance scholarship and creative work that brings innovation, depth, and diversity to these disciplines. This mission is informed by core liberal arts values that seek to promote civic engagement, encourage ethical practices, foster respect for human diversity, and inspire students to create and communicate with clarity, integrity, and conviction." These values guide and shape all Emerson programs whether for undergraduate, graduate, or professional students.

Founded in 1880 and spanning three distinct global campuses, Emerson College is steeped in the values of [equity, access, and social justice](#). It serves over 4,100 undergraduate and 1,500 graduate students. Its main campus is located in the heart of Boston's Theatre District and offers the entire Emerson community experiences that are sewn into the very fabric of Boston. Emerson's Los Angeles campus provides a West Coast experience for up to 215 junior and senior students pursuing semester-long internships related to their field of study in iconic Hollywood. The Kasteel Well campus in the Netherlands has been a hub for international scholarship and research for more than 35 years. Emerson enjoys strong partnerships with institutions across the world, including the Paris College of Art, which adds to the richness of the Emerson experience. Emerson also has its Emerson Prison Initiative (EPI), which works to democratize access to College education.

Emerson educates future leaders in the arts and communication; inspires generations of students to think boldly and creatively; and ensures that all students, faculty, staff, and alumni contribute powerfully to the cultural, social, political, and civic landscape. Deliberately committed to a grounding in the liberal arts and interdisciplinarity, the curriculum enables students to pursue academic majors and programs such as Media Production, Journalism, Literature, Marketing, Publishing, Theater, Communication Studies, Health & Social Change, Communication Science and Disorders, Writing, Comedic Arts, an Interdisciplinary Studies (IDS) major, and many more.

Emerson has a developed and valued shared-governance model. In addition, faculty and many administrative staff are unionized: Emerson's full-time faculty teach, tenure-line and non-tenure-

line, perform, research, advise and serve under the terms of a collective bargaining agreement. Affiliated (less than full-time) faculty work under the terms of a different collective bargaining agreement. Emerson's administrative staff in many functional areas and position classifications also have their collective bargaining agreement.

Emerson's community is passionate and creative; its students are critical storytellers at a critical time. The College's new Dean of the School of the Arts has the opportunity to refine, amplify, and continue this remarkable story as the College develops a new strategic plan.

### **School of the Arts**

The School of the Arts is the largest of Emerson's three academic divisions. It comprises three departments – [Writing, Literature & Publishing](#); [Visual & Media Arts](#); and [Performing Arts](#) – and the [Center for Comedic Arts](#). The three departments organize the School's faculty; the Center for Comedic Arts oversees an undergraduate major but does not appoint faculty. These four units together manage the School's 25 undergraduate majors. In AY2022-2023, the School had over 2,800 undergraduate students and approximately 580 graduate students. The College and School, in collaboration with [ArtsEmerson](#) operates [six performance stages](#). The School maintains several programs and committees to advance its commitment to [equity, access, and social justice](#).

All parts of the School have experienced increased enrollment over the last five years (6+ percent on average). They benefit from the work of dedicated, high-performing faculty and increased giving from alumni. [Visual & Media Arts](#) (VMA) has long been Emerson's largest department, with more 1700 undergraduates (AY2022-23), and is the home of its largest major, Media Arts Production. 38% of Emerson's students are currently pursuing this major. Creative Writing, Theater & Performance, and Writing, Literature & Publishing are the next three largest majors respectively. The launch and growth of online programs, led by Writing & Publishing Popular Fiction and Writing for Film & Television, has driven a significant increase in graduate enrollments over the last five years.

In AY2022-23, the School had over 120 full-time faculty (approximately 50/50 tenure-line and non-tenure-line) and 180 part-time faculty. Over the five years from 2018-2022, Emerson College's faculty has become more diverse, with the percentage of faculty identifying as members as of one or more minoritized groups increasing from 29 to 35%. The increase in tenure-line and tenured faculty (particularly of tenured associate professors) has outpaced the growth in non-tenure-line full-time and part-time faculty.

### **The Position**

Serving on the Provost's leadership team, the Dean is the academic leader of the School with primary responsibility for:

- Developing and bringing to life a vision and strategic goals for the School's mission
- Ensuring pervasive and authentic implementation of Emerson's core values of student success and equity, access, and social justice across the academic enterprise and student experience

- Leading the intellectual vitality and creative growth of programs in expanded modalities (onsite and online) at Emerson's campuses and globally
- Overseeing key aspects of faculty recruitment, hiring, development, tenure and promotion, and well-being, including continued efforts to maintain a diverse faculty body
- Sustaining and strengthening the School's and the College's shared-governance values and practices
- Identifying, prioritizing, and articulating the School's interests and needs to internal and external audiences
- Convening the faculty
- Establishing, sustaining, and refreshing intellectual coherence and academic cooperation across schools and the Marlboro Institute
- Managing personnel, budget, planning, and processes
- Providing departments with guidance on creating, positioning, reimagining, and/or launching academic majors and programs and expanding the enrollment pipeline, especially of prospective students from minoritized groups
- Fostering successful development and continuity of academic department leadership
- Assisting in fundraising and development initiatives in coordination with the Provost, President, and the College's campaign

### **Opportunities**

- Encourage the development of trans-disciplinarity as a guiding value in program development
- Continue to sustain the collegial, innovative, and engaged culture that has characterized the School for faculty, staff, and students
- Advance the School's presence at Emerson's Los Angeles and Netherlands campuses and identify compelling new domestic and international partnerships that can broaden the College's reach
- Collaborate with the new Dean of Graduate and Professional Studies to enhance the graduate-program offerings that are anchored in the School and to contribute to the development of vibrant and distinctive non-degree offerings that draw on the School's areas of expertise and interest

### **Qualifications**

- Capacity to develop and articulate a vision for arts education and creative activity that draws on, innovates, and differentiates the School and the College
- Demonstrated academic leadership and administrative experience
- Academic credentials, teaching experience, and research and/or creative record commensurate with appointment as a tenured full professor in one of the School of the Arts' three departments
- Demonstrated commitment to inclusive and academic excellence and shared governance
- Demonstrated ability to work collaboratively across disciplines and grow programs in strategic, data-driven, and innovative directions

- The ability to develop and implement a vision for the excellence of the School that is both distinctive to the School and integrated within Emerson’s strengths and trajectory
- Demonstrated success as a fundraiser (preferred but not required)

Equity, access, and social justice are core values for Emerson College. The successful candidate must have demonstrated success advancing equity, access, and social justice and engaging and working effectively with faculty, students, staff, administrators, and alumni from diverse backgrounds.

### **To Apply**

Emerson College has retained Opus Partners ([www.opuspartners.net](http://www.opuspartners.net)) to support this recruitment. Craig Smith, Partner, and Abigail Maynard, Senior Associate are leading the search. Inquiries, applications, and nominations should be sent to [abigail.maynard@opuspartners.net](mailto:abigail.maynard@opuspartners.net). The search process will unfold with the greatest possible attention to candidate confidentiality. Required application materials include a CV and letter of interest. The cover letter should reflect how a candidate’s qualifications and experience match those described in this leadership profile, including examples of a demonstrated commitment to advancing equity, access, and social justice. Application review will begin on March 1, 2024, and continue until the position is filled.

Emerson College strives to create an institutional culture that is inspiring and exuberant. Emerson believes in co-creating a learning and working environment that is equity-centered where people can find authentic community, engage in authentic growth, and be their authentic selves. As a community of storytellers, Emerson continually strives to cultivate a community that draws upon the widest possible pool of talent, fully embracing individuals from varied cultures, races, abilities, gender identities, sexual orientations, linguistic backgrounds, socioeconomic statuses, life experiences, nationalities, perspectives, beliefs, and values. To that end, Emerson wants to retain talent that is prepared to operate effectively in a diverse institutional environment that holds these values.

Emerson College does not discriminate on the basis of race, color, national origin, ethnicity, sex (under Title IX), pregnancy, sexual orientation, gender identity/expression, including transgender identity, religion, disability, age, genetics, active military or veteran status and any other characteristics protected under applicable federal or Massachusetts law in the administration of its educational or employment practices, programs or activities.