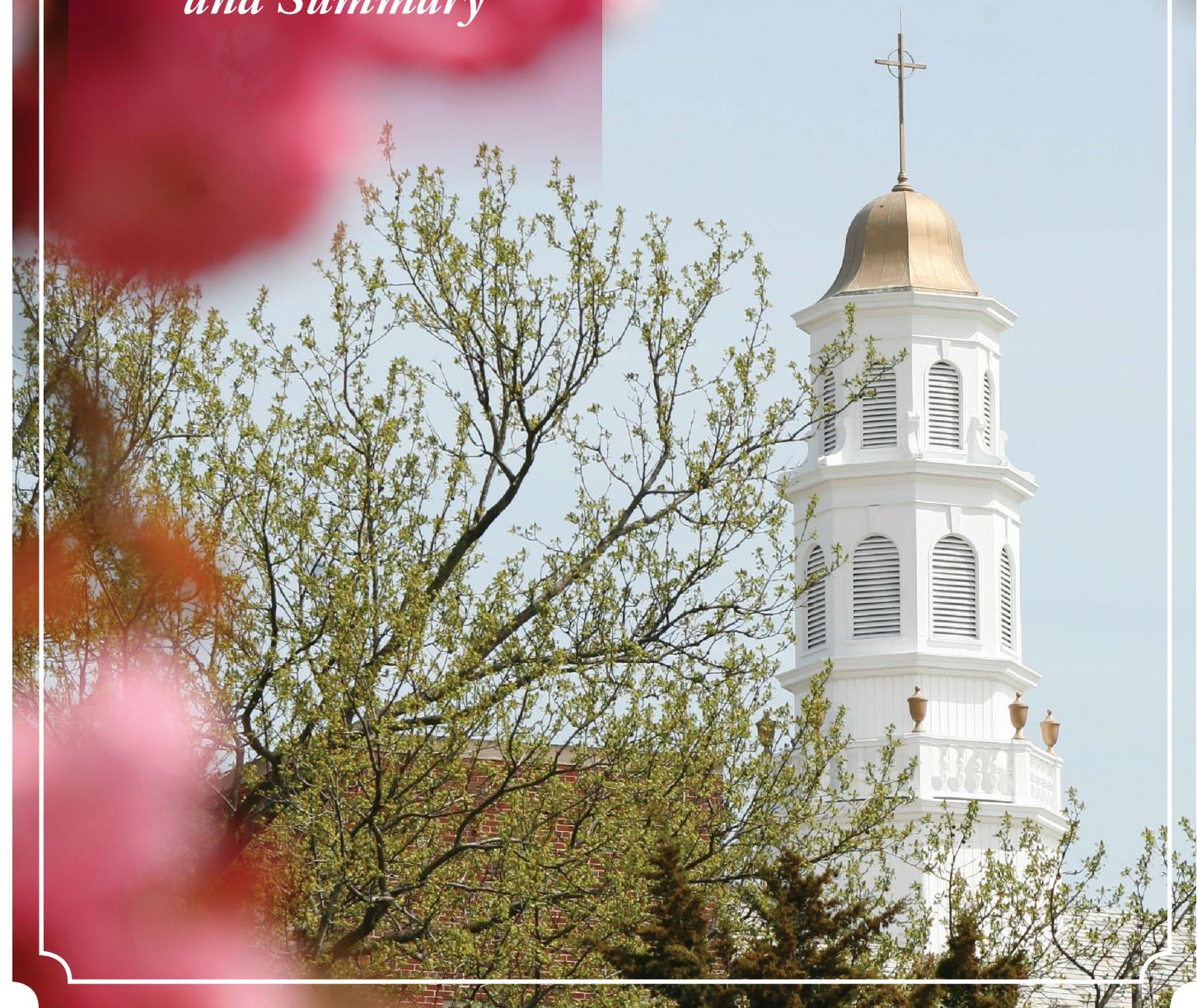




FOUNDING DEAN,
School of Arts & Sciences
*Position Announcement
and Summary*





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Molloy College seeks an energetic, creative visionary who will serve as the founding Dean for the School of Arts & Sciences.

As Molloy College seeks to continue to add value as one of the most affordable private institutions in the region, the founding of the new School of Arts and Sciences will play a major role in its future strategic goals. In line with [Molloy College's Strategic Plan](#), the new School of Arts and Sciences will address a number of its themes, from responsive education to student success to organizational effectiveness.

Since the College's founding, Molloy has been educating students to become professionals in their fields of choice, with a strong foundation in the liberal arts and sciences. Creating a School of Arts and Sciences will help Molloy better achieve the College's mission. It will elevate the academic profile of the liberal arts and sciences by strengthening and redefining the general education core through a closer alignment with the Dominican tradition and by fostering integrative learning. This is an exciting opportunity for forward-thinking leadership as these changes are part of a larger academic restructuring that will support Molloy College in its long-term goal of gaining university status.

The Dean will play a critical role in leading the transition of the three Divisions of Humanities, Social Sciences, and Natural Sciences into one unified school. This includes serving as an advocate for expanded programmatic excellence and impact that is rooted in an understanding of the institution, its history and Dominican tradition, while being a part of the senior team providing leadership to all constituents within the College.

THE POSITION

As the senior academic officer of the new School, the Dean will be responsible for effective leadership, administrative oversight, resource allocation, and management (including fiscal/budgetary issues and workload), delivery of instructional programs, oversight of scholarly activities and service, and liaising with units such as the library, as well as the College administration.



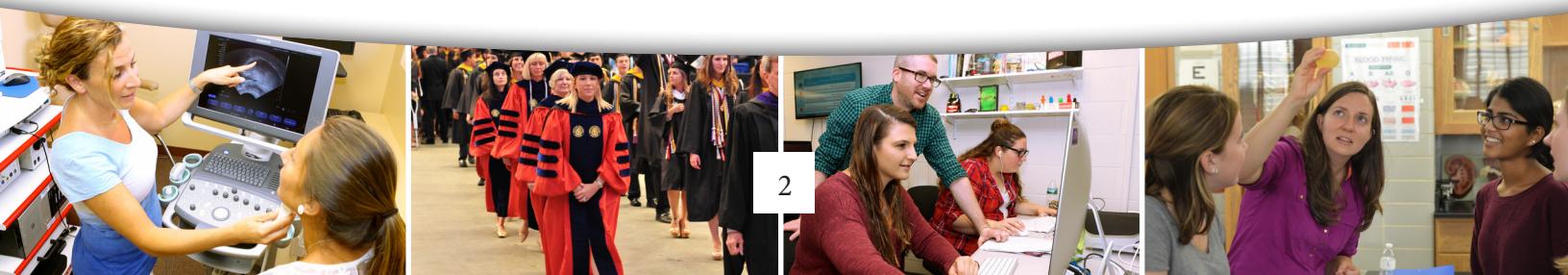
The Dean is also responsible for communicating the vision and goals of the School to internal and external constituencies. The Dean will be responsible for the administration and for efficient conduct of the educational programs and scholarly activities of the School and for integrating the strategic plans of the School with those of the College. The Dean will enforce the policies and regulations adopted by the Board of Trustees, the President, and the Vice President for Academic Affairs.



Planning for the transition has begun, and a process is currently in place to further refine the distinct departments and structures. The Dean will play a leading role in finalizing and implementing the ultimate composition of the School. Here is a link to an [organizational chart](#) showing the way the liberal arts and sciences are currently structured at Molloy College. The School may include majors in disciplines such as Biology, Mathematics, Communications, English, History, Political Science, Modern Languages, Philosophy, Music, Theatre Arts, Theology & Religious Studies, New Media, Criminal Justice, Sociology, and Psychology and professional programs such as Social Work, Clinical Mental Health Counseling, Music Therapy, Communication Sciences and Disorders, and Allied Health Sciences. When combined, the new School will provide more than 370 general education courses as part of every degree program at Molloy with a focus on developing the knowledge, skills, and abilities necessary to serve as an engaged citizen of the 21st century. The School will enroll approximately 700 in bachelor's degree programs and 165 in master's degree programs, with higher enrollments planned for the future. The School will boast 93 full-time and approximately 218 part-time faculty. The founding Dean will report directly to the Vice President for Academic Affairs, Dr. Ann Branchini. Molloy College is in the process of researching and exploring options for the rest of the administrative structure of the School and the Dean will be a part of designing its final composition.

PRIMARY ADMINISTRATIVE RESPONSIBILITIES OF THE DEANSHIP

- Provide leadership, vision, and oversight for the School, overall direction for all programs, and act as a liaison with all constituencies associated with the School;
- Represent the School in matters related to the Office of Advancement; foster the awareness of Molloy's programs locally, regionally, and nationally;
- Consult with Associate Deans/Program Directors/Chairs to inform the Operational & Capital Budget of the School;
- Oversee curriculum development, revision, and change, and program integrity and quality;
- Oversee program evaluation and assessment related to professional standards and accreditation bodies;
- Consult with specific Associate Deans/Program Directors/Chairs for the hiring of faculty and staff. The Dean will meet with finalists for such positions, and in consultation with the Chairperson will make a recommendation to the VPAA;
- Identify opportunities for grants; foster active faculty involvement in research, creative endeavors, and publications;
- Encourage faculty collaboration within the School of Arts & Sciences and between the Schools of Business, Education, and Nursing; and,
- Maintain channels of communication with students.



THE OPPORTUNITY

As a founding Dean, the position presents a seminal opportunity to grow and develop the new School of Arts and Sciences, which includes engaging the following priorities:

- **Facilitate Change** – As the leader of the new School of Arts and Sciences, the Dean will be tasked with facilitating a transition in structure, in patterns of interacting, in the general education core, and with creating an inclusive culture that combines the humanities and sciences. The Dean will provide leadership that shows an understanding of both the humanities and sciences, not only with respect to how the previous Divisions of Humanities, Social Sciences, and Natural Sciences operated, but also leadership that brings the creativity and vision needed to move the new School forward in a direction that is beneficial to the students, faculty, and staff.
- **Collaboratively Create a Shared Vision** – The Dean will articulate and execute a vision for the School of Arts and Sciences by leading a collaborative and transparent planning process within the College. The Dean will seek to unite the myriad of strengths of the humanities and sciences into a holistic vision that faculty, staff, and students can rally around.
- **Support Faculty Development and Scholarship** – The Dean will create an infrastructure to provide the faculty across disciplines with support in areas including mentorship of junior faculty, resources and programs to promote scholarship and research, opportunities for professional development, and relevant trainings, such as high impact practices. By supporting faculty, the Dean will seek to ensure they possess the resources they need and that the School delivers an outstanding education, which will ultimately lead to greater student success.
- **Build Relationships and Resources** – Building relationships both internally and externally will be a priority for the Dean as these partnerships will be key in the growth of the School. Looking for opportunities to work with other units across Molloy College, both academic and non-academic, will be important. Given the College's proximity to New York City, the Dean will articulate the value of a Molloy College education and seek to build upon and create new partnerships that will raise the profile of the College and benefit the development of the School, its students, and the community it serves. It will be crucial to support the growth and development of the physical space, as well as the programmatic needs of the School through internal coordination and external fundraising.
- **Champion Liberal Arts Education and Interdisciplinary Collaborations** – As the leader of a School of Arts and Sciences, the Dean will be expected to understand and defend the relevance of a liberal arts education. The Dean will also ensure that students are provided with the best possible opportunities for a humanistic education that focuses on integrative learning. The Dean will actively seek out opportunities to collaborate across disciplines within the School and with other Schools at Molloy College, and will create a culture where these interdisciplinary efforts are supported and celebrated.

REQUIRED QUALIFICATIONS

- An earned doctorate from a recognized, accredited university;
- Significant administrative experience such as dean, associate dean, department chair, program director or equivalent position;
- Academic credentials commensurate with the rank of tenured full professor in the College;
- Demonstrated success in promoting diversity;
- Successful relationship-building experience;
- Demonstrated strong communication skills;
- A proven track record of high regard for faculty and a leadership style that ensures the development of a high-performing, cohesive, collegial faculty;
- Experience with and appreciation of shared governance;
- Successful budget management skills; and,
- Experience in hiring, developing, and evaluating personnel in a higher education institution.

PREFERRED QUALIFICATIONS

- Significant and well-developed record of scholarship;
- Experience in growing and promoting research within a traditionally teaching-focused institution;
- Curriculum and assessment development experience;
- Fund raising experience;
- Administrative experience in managing graduate and undergraduate programs;
- Experience and familiarity with distributed learning models and undergraduate research;
- A high level of competency with technology;
- A record of innovative problem solving and outcomes-driven leadership; and,
- A track record of collaborative relationships both internal and external to the College.

ABOUT MOLLOY COLLEGE

Molloy College, an independent, Catholic college located in Rockville Centre, Long Island, provides a value-centered, multidimensional education with more than 50 quality academic undergraduate and graduate degree programs and three doctoral programs. Founded in 1955 by the Sisters of Saint Dominic, the College provides over 4,900 undergraduate, graduate, and doctoral students with a variety of competitive academic programs including liberal arts and sciences, business, education, and nursing. Combining the strengths of academic excellence and leadership with personal, compassionate mentoring, Molloy brings out the best in every student. Molloy was recently ranked a Top Three Value school by *Money* magazine, the only college in the nation to earn this honor for two consecutive years. The College has earned numerous other honors, including being ranked a Top Ten Best Value Catholic university by *College Values Online*.

The College is deeply rooted in the Dominican tradition of study, spirituality, service, and community. These values, known as the Four Pillars of Dominican life, encompass all elements of life at Molloy. The College is committed to academic excellence with respect for all people, and through transformative education, promotes the development of ethical leadership and the pursuit of truth.



Since those early roots and through 18 years of Dr. Drew Bogner's transformational leadership, the College has grown into a comprehensive master's-degree-granting institution, including the establishment of three doctoral programs in the last 10 years, and diversified from its historic areas of reputation. More than 81% of full-time faculty have doctoral degrees, and the number of full-time faculty members has increased by more than 8% in the past five years. The student body is 24% male and 76% female. The student population is approximately 60% White, 17% Hispanic, 11% Black/African-American, 7% Asian and 5% all other races/ethnicities. Only 3% of students are from out of state. Ten foreign countries are represented in the student body. As College enrollment has increased by 27% in the past ten years, the graduation rate has increased to 73%, the highest of any private college on Long Island, and the freshman-to-sophomore retention rate has reached 88%, among the highest in the nation. At 10:1, the student-faculty ratio is one of the lowest in the country.

THE FACILITIES

As part of the College's \$100 million Campus Facilities Master Plan, the campus has changed greatly in the past ten years, with many physical changes to its footprint. Among these changes are the addition of residence housing, the new Public Square student center, which houses the Information Commons, Office of International Education, Office of Student Life, and the 550 seat Madison Theatre. In 2016 the College opened its newest building on the Rockville Centre campus – The Barbara H. Hagan Center for Nursing. The 50,000-square foot state-of-the-art academic building houses Molloy's nationally-ranked School of Nursing.

In addition to a 17,000 square-foot facility in Suffolk County, over the past decade Molloy has also added off-campus locations to complement growth in specialized programs. Among these off-campus locations are the 4,000 square-foot Speech-Language and Hearing Center, and the Center for Environmental Research and Coastal Oceans Monitoring (CERCOM), located in the West Sayville Boat Basin. CERCOM is an 1,800 square-foot laboratory that serves as a hub of marine science activity and focuses attention on the ecosystem health of estuarine environments worldwide. In January 2018, Molloy opened its newest facility at 50 Broadway in New York City which houses the Molloy/Cap21 Theatre Arts Program. Students enrolled in the Theatre Arts B.F.A. Program have the unique opportunity to experience both Molloy College campus life and the professional theatre surroundings in New York City.

In addition, the recent renovation of Maria Regina Hall into a residence hall housing 100 students brings the number of students now residing on campus to over 277. Campus life at Molloy is growing, with student life populating more than 60 clubs and organizations and a spirit on campus that is positive and vibrant. In addition to three club sports, the Molloy Lions compete in the NCAA East Coast Conference, Division II, including seven men's sports and ten women's sports. New turf field facilities for all outdoor sports have been constructed over the past decade through innovative public/private partnerships.

THE COMMUNITY

Molloy College is located in Rockville Centre, New York, just 25 miles east of New York City. The close proximity of Molloy to Manhattan facilitates partnerships and student internships with some of the leading healthcare, educational, social services, business, professional, and art and media sectors in the country.

The Incorporated Village of Rockville Centre is home to approximately 25,000 residents and is an integral part of a larger community of 3 million people who reside in Nassau and Suffolk Counties. It offers a thriving downtown area with a wide variety of shops and restaurants

as well as a train station that provides easy access to Manhattan. The Village boasts a hospital, 12 parks, one library, 11 churches, two synagogues, as well as community centers for both youth and the elderly. Rockville Centre is also home to the headquarters of the Catholic diocese. The Rockville Centre Union Free School District has five elementary schools, one middle school, and one high school. Over the past ten years, Molloy College has developed a growing network of business, not-for-profit and governmental partners for the purpose of identifying and addressing the serious, complex and multi-dimensional issues challenging the community. The Energeia Partnership, an Academy of Regional Stewardship, is an extension of Molloy's mission that aims to serve, engage and cooperatively work for the transformation of Long Island's common good. To learn more about the local community, please visit the Rockville Centre Chamber of Commerce at:

<http://rockvillecentrecitychamberofcommerce.com/>.

NOMINATION AND APPLICATION PROCESS

Nominations and applications will be accepted until the position is filled. The preferred start date is August 1, 2018. All nominations, applications, and inquiries will be held in full confidence until finalists are identified for on-campus interviews. Nominations, inquiries and expressions of interest should be forwarded, in confidence, to:

Steve Leo, Partner

Lindsay Allison, Associate

Storbeck/Pimentel & Associates, LP

MolloyDean@storbecksearch.com

484-263-5552

"Molloy College does not discriminate on the basis of an individual's race, color, national origin, religion, creed, age, disability, sex, gender identity, sexual orientation, familial status, pregnancy, predisposing genetic characteristics, or military status; in its administration of educational policies, programs or activities; its admissions policies; or in employment practices."

Molloy College takes its responsibility seriously to establish and environment in which the dignity and worth of all members of the institutional community are respected. In its effort to provide an optimal learning environment the College seeks the appointment of persons who are highly qualified and whose background is appropriate to fill each vacancy. It is College policy to recruit, employ, retain and promote employees without discrimination regarding sex, race, color, creed, religion, age, marital status, sexual orientation, veteran status, national or ethnic origin or physical disability. In selecting for employment, the College is committed to the highest standard of excellence and will select the best qualified candidate. In cases where there are equally qualified candidates for positions, selection will be made from those groups of persons who have been identified by the Federal and State Governments as having been discriminated against in the past.

