THE SEARCH

The University of Minnesota, the public land-grant research university of the State of Minnesota, invites applications and nominations for the position of Dean of the College of Design. Located in the culturally rich, design-centered metropolitan region of Minneapolis-St. Paul, and a part of one of the largest research universities in the country, the College of Design is poised for growth and continued success. The College serves over 1,500 graduate and undergraduate students, and encompasses a full range of design disciplines, including apparel design, architecture, graphic design, housing studies, human factors/ergonomics, heritage preservation, interior design, landscape architecture, metropolitan design, product design, retail merchandising, and sustainable design.

As the chief executive and academic officer of the College, the Dean will work with faculty, staff, students and other key stakeholders to create a unified vision for the College and advance its aspirational goals. The Dean will be called upon to increase the reach and resources of the College, building on its strong design-based and human-oriented research and teaching excellence to drive growth. The Dean will attract and retain field-shaping faculty and encourage the development of innovative programs and research. Working closely with others in the College, the Dean will promote a highly engaged design education culture that promotes collaboration and shared problem solving. The overarching goal for the Dean is to attract and retain both undergraduate and graduate students from a wide range of diverse backgrounds who are well prepared for successful creative lives and professional practice as a result of their educational experience at the University.

The University seeks candidates for appointment as dean of the College of Design who can play a major leadership role in a large, complex, public research university. The candidate will have a proven record of achievement commensurate with an appointment as a tenured professor at the University of Minnesota. In addition, the Dean will have strong academic administrative experience in a complex organization, financial acumen, and proven academic leadership success in a context of shared governance and collaborative decision-making.

The ideal candidate will be a visionary, transformative, inclusive, entrepreneurial and decisive leader, with a deep respect for the value of design and the ability to act as a catalyst for college creativity, innovation, and progress. The University seeks a person of integrity who is committed to the highest standards of excellence and who will empower the faculty to achieve excellence in scholarly research, creative activity, and innovative teaching throughout the college.

The Senior Vice President for Academic Affairs and Provost has formed an inclusive search committee chaired by Jean Quam, Dean of the College of Education and Human Development, and has retained Isaacson, Miller, a national executive search firm, to assist in the recruiting of the new Dean. All inquiries, applications, and nominations should be directed in confidence to Isaacson, Miller as noted at the end of this document. For more information about the College of Design and the search: http://design.umn.edu/deansearch/.
THE UNIVERSITY OF MINNESOTA

Founded in 1851, the University of Minnesota is one of the most comprehensive universities in the country and ranks among the most prestigious research universities in the world. It is both a major research institution, with scholars of national and international reputation, and a state land-grant university, with a strong tradition of education and public engagement. The University enrolls approximately 68,000 students, including nearly 52,000 in the 18 colleges and schools of its flagship campus in the Twin Cities. With 159 undergraduate, 135 masters and 104 doctoral degree programs on the Twin Cities campus, as well as professional degrees in dentistry, education, law, medicine, nursing, pharmacy, social work, and veterinary medicine, the University offers its students tremendous breadth and depth of opportunity spanning the liberal arts, sciences, agriculture, and a range of professions. With its 20,000 employees, large student population, and research centers and health care services, the University has an annual statewide economic impact of $8.6B. In 2014, the most recent figures available, the University had $741M in externally sponsored research awards.

Reflecting its land-grant heritage, the University has a deep commitment to outreach and engagement that connects the institution and its students to the community, the state, nation, and world. The institution’s scope and breadth are well aligned with its statutory role as the primary state-supported academic institution for research, advanced education through the doctoral degree, and extension activities benefitting the state of Minnesota. The University’s academic breadth also reflects its unique responsibilities to advance knowledge for a state in which agriculture and agribusiness loom large, while at the same time recognizing its advantages and opportunities as one of few major public land-grant research universities located in a major metropolitan area.

As a comprehensive and globally engaged research university with many renowned and top-ranked academic programs, the University of Minnesota Twin Cities has a geographically diverse graduate and professional enrollment profile and ranks 14th as a destination for international students in the United States, with about 6,500 such students (from 140 countries) enrolled in fall 2014. Seventeen percent of students on the Twin Cities campus are students of color or Hispanic and 12.5% are international students. In 2014, the University of Minnesota-Twin Cities received the Higher Education Excellence in Diversity Award from Insight into Diversity for the third year in a row. In the respected Shanghai Jiao Tong rankings, the University of Minnesota is ranked 30th in the world among all universities, and 9th among all public universities in the United States. Recently, the Twin Cities campus was highlighted by Forbes magazine as the most improved American university over the last five years, recognized for its high retention rates, low debt burden and high graduate salaries.

The University of Minnesota system comprises 5 campuses; the University of Minnesota, Twin Cities (UMTC), the flagship campus; as well as system campuses including the University of Minnesota, Crookston (UMC), the University of Minnesota, Duluth (UMD), the University of Minnesota, Morris (UMM) and the University of Minnesota, Rochester (UMR). In addition, the University encompasses regional Extension offices, research and outreach centers, clinics, labs and K–12 educational outreach programs throughout the state.

The University of Minnesota Twin Cities has recently completed a comprehensive strategic planning process that will chart its course for the next decade as a vitally engaged, metropolitan-based 21st century land-grant research institution. The plan commits the University to marshaling its strengths more powerfully to address society’s Grand Challenges; four supporting goals focus on exceptional research and curriculum integrating grand challenges; reciprocal engagement; field-shaping researchers and teachers, and building an invigorated campus culture of innovation and achievement (http://strategic-planning.umn.edu).
THE COLLEGE OF DESIGN

In June 2005, the University’s Board of Regents approved strategic positioning recommendations that combined academic units from two colleges to create the College of Design. The new college brought together the Department of Design, Housing, and Apparel, which had previously been housed in the College of Human Ecology, with the College of Architecture and Landscape Architecture. Today, the College of Design is one of seven freshman-admitting colleges at the University of Minnesota and is home to 7 undergraduate degree programs, 22 graduate degree programs, 10 centers, and the Goldstein Museum of Design - the only design museum in the country located within a comprehensive design college.

Of the 1,553 students enrolled in the College of Design, 1,269 are undergraduates and 284 are graduates. The faculty, many with national and international reputations, comprises over 65 full-time tenured, tenure-track, contract and professional/academic members and approximately 75 affiliate or adjunct faculty each semester. The College’s staff comprises approximately 85 individuals who play critical support roles for the College in the areas of student services, advancement, operations, technology, and administration.

The College offers degree programs at the bachelors, masters and doctorate levels. Undergraduate majors include apparel design, architecture, graphic design, housing studies, interior design, landscape design and planning, and retail merchandising. The Design Graduate Program includes tracks in apparel studies, graphic design, housing studies, and interior design (M.A., M.S. or M.F.A. and Ph.D. degrees). Human Factors and Ergonomics offers the M.S. and Ph.D. Graduate degrees in architecture include the M. Arch., the discipline’s professional program, and the M.S. in Architecture with specialty tracks in sustainable design, heritage conservation & preservation, metropolitan design, and research practices. Landscape architecture graduate degree programs are the M.L.A., the professional program for the discipline, the M.S. in Landscape Architecture, and the M.S. in Ecological Restoration in Landscape Architecture. In addition, the College offers undergraduate and graduate minors and post-baccalaureate certificates in many of these same fields. Product design, the most recently added discipline in the college, offers an undergraduate and graduate minor, and is pursuing an undergraduate major.

Through a unique commitment to creativity and advancing technologies, the faculty, students, and staff in the College seek to advance the quality and value of the natural, designed, and social environments with an emphasis on sustainable, socially responsible, civically engaged, user-sensitive, critical and collaborative design work. The College brings together disciplines that engage varied methods, media, and scales to approach a wide range of design problems.

The College of Design boasts many highly ranked and respected programs such as apparel design with its renowned work in wearable technology; retail merchandising with its emphasis on e-commerce; interior design with a focus on evidence-based research and teaching; and a rapidly growing product design program. Architecture’s M.S. in Research Practices program is the only model across the country, which leads to licensure upon graduation. The two largest programs of study in the College are architecture and graphic design. As an interdisciplinary field, housing studies provides a strong model for integrating social science perspectives with design approaches.
As one of only a small number of broadly multidisciplinary design colleges located within a major research university, the College is well positioned to advance interdisciplinary and publicly engaged research, education, and outreach. This work is being carried out through departments and disciplines as well as many research centers and initiatives. Many courses within the College are both interdisciplinary and open to students across the University. All of the College’s offerings are closely connected with the thriving Minnesota practitioner community.

Service to alumni and members of the professional design community includes continuing education programs and mentor and alumni societies. The award-winning Design Student and Alumni Board supports transition from college to career and fosters connections and professional opportunities among alumni and students. And, each semester, the College’s lecture series is open to the public each semester and available via podcast.

The Twin Cities boasts the 4th largest design community in the country. Reflecting the high regard practitioners have for the creative, design-thinking background that College of Design students bring to the workplace, the College of Design has one of the largest practitioner-student mentoring programs of any design college in North America.

The College is located on both the Minneapolis and St. Paul campuses of the University of Minnesota, Twin Cities – architecture, landscape architecture, and product design in Rapson Hall on the Minneapolis campus and apparel design, interior design, graphic design, retail merchandising and housing studies in McNeal Hall on the St. Paul campus. For more information on the College of Design: [http://design.umn.edu/](http://design.umn.edu/).

THE ROLE OF THE DEAN

The Dean is responsible for collaborating with faculty, students, staff, and others to create a unified vision for the College and for providing strategic leadership to advance the overall quality, reputation, stature, and aspirational goals of the College. The Dean is also responsible for the effective oversight and administration of the College, including:

- providing visionary leadership, administrative oversight, and accountability for the College;
- overseeing the responsible planning, stewardship, management and accountability of fiscal, capital, and human resources for the College;
- promoting and positively representing the interests of the College in all forums;
- recruiting and retaining distinguished faculty, outstanding students and talented staff;
- integrating the College and its many vital resources into the Twin Cities community and broader region;
- playing a major leadership role in fundraising for the College, leading energetic efforts to secure philanthropic support for its mission; and
- garnering support for the College from both internal and external stakeholders, including alumni, donors, and civic and business leaders.

The next Dean will arrive at an important moment requiring creative and strategic leadership ability as well as respectful and resourceful management skills. The College is eager to grow its many individual assets while working as an educational community to create stronger connections between disciplines and leverage its many strengths. Now beginning its second decade as a new college formed by merger, the next Dean will lead the continued development of a shared vision for the College that provides greater focus, creates a deeper sense of unity and cohesiveness, and promotes the unique strengths of the college’s educational community.
The Dean reports to the Senior Vice President for Academic Affairs and Provost of the University and is a member of the Twin Cities Deans Council. The Dean’s administrative team includes the assistant dean of student services, director of external relations, chief of staff, associate dean for academic affairs, associate dean for research and outreach, and the director of educational futures.

**OPPORTUNITIES & CHALLENGES**

To be successful, the College of Design dean will address the following leadership issues that are critical to the strength and vitality of the college:

*Enhance the distinctive profile of the college and prepare it for the future as a college that is dynamic, interdisciplinary, and an innovative leader in creative practice.* The College of Design has significant strengths and aspires to even greater achievements in research, faculty and student scholarship, and teaching excellence. In collaboration with college faculty, staff, students, alumni, and external partners, the Dean will lead the development of a forward-thinking vision and strategic goals that will enhance the College’s stature and reputation, with an emphasis on advancing the excellence of research and undergraduate and graduate programs. The Dean will establish pathways to implement the vision and will align collegiate resources to support the vision. The Dean will capitalize on the College’s range and diversity of fields and talents, create a strong and cohesive identity that recognizes and celebrates the College’s multiple disciplines, and leverage the advantage of the College’s location in the thriving design hub of Minneapolis-St. Paul.

*Serve as a visible champion for the critical role of design in the University and beyond.* The Dean is expected to be both an advocate for the college and a leader in the University community and the larger design community. Within the University and among alumni, donors, and external partners and stakeholders, the Dean will be a highly visible spokesperson on design issues, communicating in compelling ways the relevance of design to business and technology, civic engagement, and social responsibility in the 21st century.

The Dean will also enhance awareness of the importance of the College’s unique educational model—hands-on, interdisciplinary, community-based, and informed by research knowledge. The Dean will be charged with continuing to support the development of sustainable community partnerships that leverage the intellectual capital and resources of the College and strengthen communities. The Dean will be expected to build strong relationships, partnerships, visibility and interactions with the provost, UMTC deans, practitioners, alumni, donors, and others to bring new opportunities to students.

In partnership with the College of Design development team, the Dean will lead fundraising efforts for the College, building on a base of success, and deliver a compelling message for support of academic programs, scholarships, fellowships and facilities. The Dean will be expected to be entrepreneurial in seeking new sources of revenue. Financial stewardship, innovation, and creativity will be key for the future of the college.

*Ensure that programs offered are truly distinctive and excellent, and prepare students to be creative leaders in the 21st century.* The next Dean must have the vision and leadership to ensure that College programs are preparing students to be creative thinkers and leaders in their fields. Key to success will be the Dean’s ability to build and maintain a high-caliber faculty with the skills and experience needed for the future. Faculty and staff embody a wealth of talent and innovation, as well as a strong commitment to the College. The new Dean will be expected to draw on and to leverage these talents and resources, and to lead by inspiring others.
Tremendous opportunity exists to radically transform design education and teaching spaces so that they are more innovative and effective for the student body. The Dean should be a pioneer, a futurist, looking ahead at where education is going, recognizing the demographic changes that will affect the College and the disciplines, identifying new ways of teaching, and leveraging technology for education and practical purposes. The Dean will be expected to engage the College community in ensuring that the curriculum and programs are responsive to student needs and offer the right amount of flexibility and support.

The Dean will work with the faculty to expand experiential learning in the curriculum, identify and apply new teaching strategies that will support faculty in teaching excellence and innovation, blend curriculum across disciplinary boundaries, leverage the creative use of technology, and customize teaching to address student demographics of the future. The Dean will also work with the faculty to promote and support research opportunities, integrate practice with student internships and career placements, and incorporate forward-looking trends in higher education. Design education for the future will be collaborative, interdisciplinary, international, multicultural, research-based, community-engaged and characterized by close student-faculty interaction.

**Build a diverse, cohesive and high performing college community.** The College is committed to enhancing diversity at all levels, especially among the student population. During the student recruiting process, emphasizing the value of design careers and the importance of creative problem solving and design-thinking skills as preparation for their futures is critical to attracting a diverse pool of applicants. The Dean must ensure that the College community is an inclusive one that supports all of its students toward success. The Dean will preserve, build, and honor the diversity of students, faculty, staff, and ideas through action steps that support the core values of equity and diversity in the College and institution.

The Dean will develop the resources and strategy for recruiting, retaining, developing, and supporting diverse and field-shaping faculty to advance research, scholarship, and creative activity, and to provide students with an innovative, high-quality education. The new Dean will devise ways to support both disciplinary and interdisciplinary research and teaching as well as supporting the recruitment, retention, and professional development of a diverse faculty and staff. The Dean will foster an environment supportive of a community of scholars.

The Dean will be expected to develop an administrative structure for the college that will advance strategic vision and ensure the efficient and effective day-to-day operation of the college. The Dean will manage to the strengths of each academic unit and empower all for success, creating a culture of communication and collaboration that transcends the physical boundaries of space and promotes teamwork and cooperation. The Dean will uphold a culture of community, respect, integrity, and transparency throughout all aspects of college academic and administrative operations. The new Dean will promote clear, open, and timely communication, with attention to making sure faculty (including regular and adjunct/practitioner faculty) and staff are working well together and strongly engaging and supporting students.
QUALIFICATIONS

The College of Design seeks an exceptional leader who has a strong personal commitment to the mission of the College and is able to engage the community in common purpose. The search committee understands that no single candidate will have all the ideal qualifications but seeks candidates with the following experience and abilities:

- A proven record of achievement commensurate with an appointment as a tenured professor at the University of Minnesota is expected.
- A record of providing motivational leadership and effective management of a sizable and complex organization.
- Intellectual depth and strategic abilities; the capacity to translate ideas into actions.
- Demonstrated success in establishing and executing a vision or strategic plan; experience with the alignment of resources with strategic goals.
- A blend of experience in professional practice and academia, with a passion for and solid understanding of design, and an appreciation of its changing role in business, civic engagement and social responsibility.
- Demonstrated administrative ability: the ability to delegate, prioritize and make timely, transparent and collaborative decisions.
- Experience in faculty and staff recruitment and development, and appreciation for the unique needs of a diverse community of practicing professionals.
- Demonstrated fundraising experience and success.
- Financial acumen and a record of fiduciary transparency and accountability.
- Ability to be an effective spokesperson and strong advocate for the College; a solid communicator.
- Demonstrated support for traditional and emerging technologies and the development of cutting-edge curricula.
- A track record of promoting and supporting equity and diversity.
- Experience supporting cohesive, synergistic, and interdisciplinary communities.
- An aptitude for and unambiguous commitment to broad consultation, open communication, insightful and respectful listening, and capacity to learn from others.
- Experience in building collaborations involving public and private sector organizations, systems of higher education, and leaders and organizations in the community, region, state, nation, and world.
- Understanding of academic knowledge production, the current higher education landscape, and the historic role of a public land-grant research university.

The dean holds a full-time, 12-month, senior administrative appointment, and is appointed by and serves at the pleasure of the Senior Vice President for Academic Affairs and Provost.
NOMINATIONS, APPLICATIONS, & INQUIRIES

Nominations, expressions of interest, and applications (including cover letter and curriculum vita or resume) should be submitted via email to: www.imsearch.com/5427. All candidate information will be held in strict confidence. Consideration of candidates will continue until the position is filled.

Confidential inquiries concerning this search may be directed to:

Sheryl Ash or Ben Tobin
Isaacson, Miller
263 Summer Street
Boston, MA 02210
617-262-6500

The University of Minnesota shall provide equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.