SEARCH PROSPECTUS
Dean, College of Social Sciences, Health, and Education

**The Position**
Xavier University invites nominations, applications, or expressions of interest for the position of Dean of the College of Social Sciences, Health, and Education. The college seeks a visionary and dynamic leader to embrace an integrated and exciting path for the college, a path that will focus on the intersections among and between the fields of social sciences, health, and education such that student learning is placed front and center.

Xavier, a nationally recognized university, provides undergraduate, graduate and post-graduate education in the best Jesuit and liberal arts tradition. Xavier has three colleges:
- a) College of Arts and Sciences
- b) Williams College of Business
- c) College of Social Sciences, Health, and Education

**The University**
Xavier University, founded in 1831, is the first institution of Catholic higher learning in the northwest territory, is the fourth oldest Jesuit university in the United States, and is the sixth oldest Catholic university in the United States.

With a rapidly growing campus in an urban setting in Cincinnati, Ohio, Xavier has 6,500 students plus 950 non-degree seeking students. There are 4,000 undergraduate students, most of whom live on campus. The 2,500 graduate and post-doctoral students alike experience education in The Xavier Way: Learning, Reflection, Integrity, Achievement, and Solidarity.

**The City – Cincinnati, Ohio**
Cincinnati is the third largest city in Ohio and the 25th largest city in the United States. Settled in 1788, Cincinnati had been established only 43 years before Xavier started in 1831. Located prominently on the Ohio River in southwest Ohio, the tri-state region of SE Indiana, N Kentucky, and SW Ohio is a robust area of more than two million residents. Cincinnati is home to major league sports teams including the Cincinnati Reds and the Cincinnati Bengals.

Cincinnati is also headquarters to a number of prominent corporations, including Procter & Gamble, The Kroger Company, Macy's Inc., Fifth Third Bank, Great American Insurance Company, Dunnhumby USA, and Convergys. Healthcare in Cincinnati is vibrant, with strong partnerships between Xavier and organizations such as TriHealth, The Christ Hospital, Mercy Health, and CTI Clinical Trial and Consulting. The Cincinnati school system is a robust constellation of public and Catholic private schools. Cincinnati is also home to the National Underground Railroad Freedom Center and the Findlay Market, Ohio’s oldest continuously operated public market.

The College
The College of Social Sciences, Health, and Education is a unique grouping within Xavier University that spans three broad areas under this theme: “The disciplines in this college all prepare students to become leaders who are creative change agents in their chosen fields. The college relentlessly seeks to ensure that Xavier is focused on shaping the future of our disciplines and leading our professions.” Following a “re-fresh” initiative starting in May 2014 involving all faculty and staff in the college, we welcome a new leader to move the college forward by advancing the vision on behalf of our students.

Three broad areas reflect the three components in the college name. They are as follows:
- Transformational Social Science (social science),
- Population Health (health), and
- Global Learning & Leadership (education).

A Unifying Bridge provides the glue for collaboratively actualizing this operational statement: “The college is Magis-in-Service, as we are women and men for others meeting the needs of the people and organizations around us.” This bridge consists of the following 4 components:

1. Interprofessional Education (IPE): collaborative experiences among students across disciplines
2. Common Scholarship Core: central locus for research design, sampling design, statistics, analytics for students and faculty
3. Doctoral Cognates: opportunity for programs within the college to develop a doctoral cognate by tailoring the existing EdD for a particular discipline or program field
4. Catalyst Team: graduate and doctoral students who research trends in our disciplines so that we can “relentlessly seek to ensure that Xavier is focused on shaping the future of our disciplines and leading our professions”.

The College’s Outcomes: The college has five outcomes, each with specific supporting tactics. The Dean will inspire faculty and staff and lead the College to achieve those outcomes. The outcomes flow from this philosophy:

First and foremost, the college prepares students for their calling. Students stand as exemplars of Xavier’s mission, values, and the Xavier Way. The college nurtures and supports faculty and staff in their work as they seek to broaden their reach through collaborative practice and partnerships; many are connected globally. The college is a sustainable, fiscally vibrant entity within Xavier. The five outcomes
are centered upon success in the areas of students, mission, faculty and staff, partnerships, and fiscal success.

A. Student Success: We prepare students for their calling
   1. Complete a rigorous curriculum review in each program to ensure contemporary courses, methods, textbooks and materials
   2. Establish the Catalyst Team of graduate/post-graduate students to relentlessly research trends in disciplines
   3. Inventory the practitioner opportunities for our students (e.g., existing field experiences, clinical experiences, internships, residencies, practica, etc.)
   4. Re-commit to rigorous learning assessment
   5. Increase IPE experiences for relevant real-world readiness
   6. Track employment rates for graduates
   7. Strategize how to serve the student of 2025

B. Mission Success: We resonate Xavier’s mission, values, and The Xavier Way
   1. Integrate the Ignatian values and The Xavier Way in every course taught within the college
   2. Provide ways for students to internalize Xavier’s mission and values as a lifelong yardstick for measurement
   3. Engage students in service opportunities to become men and women for and with others
   4. Promote global education for a world that is increasingly diverse

C. Faculty and Staff Success: We nurture and support faculty and staff in their callings
   1. Generate sufficient resources for faculty development
   2. Increase faculty scholarship opportunities
   3. Emphasize quality of work life / work life “wellness” for faculty and staff
   4. Encourage staff participation in the Staff Advisory Council and other forms of participation in the life of the University.
   5. Support faculty governance and other forms of building the campus climate

D. Partnerships Success: We are already based in the world around us and seek to broaden the reach of our college via partnerships
   1. Deepen IPE integration across more programs
   2. Inventory existing partnerships as a directional starting point
   3. Expand the number of partnerships with business and organizational entities locally, national, and globally

E. Fiscal Success: We are a sustainable and fiscally vibrant entity within Xavier
   1. Increase net tuition revenue via enrollment growth
   2. Lead the development of new degrees, programs, and certificates that fit our mission and lead the market.
   3. Develop sources of non-tuition revenue

This college is the largest college within Xavier in terms of annual graduates (858 in May 2014 or 42.2% of the total), number of degrees (17), number of programs (28), and number of non-degree seeking students (916 or 96.7%). All of Xavier’s doctoral programs are in this college.
The College offers degrees and certificates in the following areas:

**Population Health**
1. Athletic Training - MA
2. Health Services Administration – MHSA, BSHSA
3. Nursing – DNP, MSN, BSN
4. Occupational Therapy – MOT
5. Radiologic Technology – AS
6. Social Work - BSW

**Transformational Social Science**
1. Coaching Education and Athlete Development – Online MEd
2. Counseling – MA in Clinical Mental Health and MA in School Counseling
3. Criminal Justice – MS, BA
4. Military Science
5. Psychology – PsyD, MA, BA
6. Sport Administration – MEd
7. Sport Marketing/Sport Management -- BS

**Global Learning & Leadership**
1. Childhood Education and Literacy – MEd, BSEd
2. Educational Leadership – EdD Cognate, MEd
3. Leadership Studies – EdD
4. Human Resources Development – MS-HRD
5. Montessori – MEd and Online MEd
6. Secondary Education – MEd
7. Special Education – MEd, BSEd

**The Position and Responsibilities**
The Dean of the College of Social Sciences, Health, and Education will possess a foundational understanding and knowledge of the intersection of social sciences and health professions coupled with an emphasis on education. This individual will spend considerable time focused on advocating for the college externally through building partnerships and raising funds, and will be focused internally on emphasizing the mission and supporting faculty, staff, and students. The Dean of this college is a leader who can catalyze the vision and talents of the people of the college to achieve the outcomes.

The Dean will demonstrate leadership and promote excellence across the university, and will have the opportunity to engage successfully in an integrated, collaborative and interdisciplinary environment. In accordance with the collaborative nature of Xavier, the Dean will be expected to develop strong partnerships with the other Deans and Colleges across the University to promote the University’s Strategic Plan:
1. The Xavier Way including the new undergraduate Core Curriculum.
2. Overall strategic management for the quality and financial health of the College, including enrollment, expense optimization, fundraising, and sustainability.
3. Innovation initiatives, including ensuring the quality of existing programs, creating new academic programs and developing and extending external partnerships.

The Dean will be a leader demonstrating a solid understanding of the changing landscape of the social science, healthcare, and educational environments.

The Dean will provide strategic, visionary and operational leadership for the College and will report to the Provost and Chief Academic Officer of the University.

**The Preferred Qualifications**
The successful candidate should be an innovative leader who will work with internal and external stakeholders to continue to build on the exceptional programs and reputation of the College. The following qualifications are preferred:

- Earned doctorate
- Eligibility for professional licensure in Ohio, if applicable
- Tenureable in a department within the College
- Professional background and leadership experience in a practitioner field
- Demonstrated achievements in one or more of the college’s three areas
- Experience in building and fostering programs of excellence consistent with Xavier’s vision and mission
- Dedication to and record of significant administrative experience in higher education including the management of complex budgets
- Experience in successful fundraising efforts
- Demonstrated expertise in faculty and staff relationships and development
- Excellent communication skills and the ability to interact with a broad range of constituents including executives, students, staff, faculty, and community partners
- Demonstrated record of collaborative leadership
- Commitment to the promotion of diversity, access and inclusion
- Familiarity with accreditation expectations and demands
- Working knowledge of trends in higher education
- Innovation for and support of faculty and student research opportunities
- Enthusiasm for global education and community partnerships

**The Desired Experience or Attributes**

- Join the focus on student learning
- Operationalize Magis-in-Service (“The college is Magis-in-service, as we are women and men for others meeting the needs of the people and organizations around us.”)
- Support and capitalize on the importance of the social sciences, health, and education disciplines for the students in this college
- Align the college intersections around achieving our outcomes
- Champion interprofessional education within the college: engage with Xavier leaders to promote the growth and brokerage of interprofessional opportunities within the college as well as opportunities with external partners
- Respect the work completed by the college in 2014 leading to this Dean search and work to enhance, further develop, and bring that forward
- Have experience in successful fundraising efforts
- Have experience and expertise with online education and technology advancements in higher education

**The Application Process**

The Search Committee invites nominations, expressions of interest and applications. **Nominations and expressions of interest** should be sent to Dr. Brian Till, Search Committee Chair, at deansearch@xavier.edu.

Interested candidates should submit a letter of interest, comprehensive curriculum vitae and the names and contact information for up to five references. **Applications should be submitted via the Xavier website at [www.xavier.edu/hr/jobs.cfm](http://www.xavier.edu/hr/jobs.cfm)** by Thursday, December 18, 2014.