

NATIONAL SEARCH PROSPECTUS

Dean of the
Washburn University College of Arts and
Sciences



WASHBURN
UNIVERSITY

EXECUTIVE SUMMARY

Washburn University seeks a learner-centered, collaborative, and innovative leader to join its campus and serve its learners and community as its next Dean of the Washburn University College of Arts and Sciences. Alongside academic deans of the University's schools, the College Dean reports to Washburn's Provost and Vice President for Academic Affairs and serves as a senior leader at the institution. The Dean provides academic, intellectual, strategic, and administrative leadership for the Washburn University College of Arts and Sciences and is responsible for its effective administration. The Dean works with key stakeholders, both inside and outside of the Washburn University College of Arts and Sciences, to advocate for the College's mission of providing meaningful coursework and enriching experiences using innovative and individualized teaching approaches in a connected and collaborative environment.

Located in Topeka, Kansas, Washburn University was founded in 1865 and educates nearly 7,000 learners enrolled in more than 236 academic programs. With approximately 1,200 highly committed faculty and staff members, Washburn matriculates learners through certification, associate, bachelor's, master's, and doctorate programs that have a meaningful and lasting impact on its graduates, as well as the region and beyond. Its programs are offered through the College of Arts and Sciences, Washburn Institute of Technology, and the Schools of Applied Studies, Business, Law, and Nursing on a 160-acre traditional residential campus, on two technical education campuses, and through distance learning. As a public, municipal, open-access institution, Washburn is proud to offer an affordable, quality education that helps all types of learners improve their quality of life while having a positive impact on society.

- The College of Arts and Sciences (CAS) was established in 1865.
- Fall 2023 full-time faculty 140.
- Fall 2023 CAS accounted for 53 percent of total learner credit hours.
- Washburn is home to the Kansas Bureau of Investigation (KBI) Forensic Science building, which collaborates with CAS programs in forensic biology, forensic chemistry, forensic anthropology, and digital forensics.
- Washburn is home to Mulvane Art Museum, the oldest accredited art museum west of the Mississippi River. Its permanent collection is international in scope but features the works of artists from Kansas and the Midwest. The Museum and its affiliated minor in Museum and Curatorial Studies, is part of the College.
- Washburn has consistently received national recognition for learner success efforts.



PRESIDENT JULIANN MAZACHEK



Dr. JuliAnn Mazachek is a learner-centered educator who is energized by the opportunity to make a significant difference for others and for the future. Her commitment to success starts with learners and expands to the faculty and the staff by investing in professional development and maximizing an individual's gifts. She is an inclusive leader who values collaboration as well as the opportunity to have courageous conversations. She is entrepreneurial and innovative with a focus on action that builds a bright future for our learners and the community we serve. She uses data and analytics to support decisions and strategic directions. She is an accountant by training and applies that knowledge to be a careful steward of human, financial, and physical resources.

Her long career in education provides a wide background of experience from the president's office and academic affairs to foundation leadership and serving as the Dean of the School of Business. First and foremost, she treasures her time in the classroom, especially watching "lightbulb moments" when learners move beyond learning to understanding.

Dr. Mazachek recently returned to Washburn to serve as president. She was drawn back by her passion for its mission, its people, and the opportunities ahead. She is building on her previous 30 years of experience, relationships, and knowledge to make progress. Dr. Mazachek is leading a dynamic, high-energy team that has already accomplished important goals in her first six months.

Washburn is moving forward boldly with a vision that creates a premier learning experience for all learners – a university of the future. Her vision includes initiatives to attract and retain the best and brightest employees who are devoted to teaching and serving learners and to establish Washburn as an employer of choice. The newly adopted Washburn Strategic Framework: *Thriving Together* outlines the following campus priorities for the next three to five years – Expand Learner Success Opportunities and Pathways; Enhance our Environment to Learn, Work & Thrive; and Accelerate Collaborative Partnerships to Grow the Community.

A new higher education landscape is emerging with many opportunities. Washburn is poised not only to be part, but to be a leading institution in the discovery of new and innovative educational approaches and programs that best serve learners and lead to the very best outcomes.

PROVOST JOHN FRITCH



John Fritch serves as Washburn's chief academic officer, providing primary administrative leadership for all academic activities, administrative leaders, and faculty affairs for Washburn's six colleges and schools, including Washburn Tech. "His deep and broad ranging experience as a dean and university leader along with his commitment to listening and working collaboratively across the campus has set Washburn on a path of continued excellence and innovation for the future," said President Mazachek. "He is an excellent communicator who develops exciting ideas and strategies for helping not only learners, but faculty grow and be successful."

Dr. Fritch was at UNI, a Division I university in Cedar Falls, Iowa, for more than 20 years. His responsibilities included oversight of 14 academic departments as well as 23 centers and programs. He led 200 tenure and tenure-track faculty and established several new programs that increased enrollment while targeting the needs of local employers and learners. In addition, he led the development of recruitment strategies that led to a 18% increase in undergraduate learners. He also helped to establish retention practices that resulted in a first-year retention rate of 85%. Other areas of impact included strategic planning, partnership building, and initiatives that promote access and belonging. Prior, Dr. Fritch served as the founding associate dean of the College of Humanities, Arts and Sciences at

UNI and head of the department of communication studies. From 1992 to 2002, he was director of forensics at Southwest Missouri State University.

Dr. Fritch earned a master's and a doctorate degree in communication studies at the University of Kansas, after completing a bachelor's degree in speech communication at the University of Nebraska-Lincoln. He is a professor of communication studies.

WASHBURN UNIVERSITY COLLEGE OF ARTS AND SCIENCES

The Washburn University College of Arts and Sciences was founded with the institution in 1865. Offering both undergraduate and graduate degrees, the College includes the Mulvane Art Museum and 17 academic departments representing disciplines in the creative and performing arts, mathematics and natural sciences, social sciences, and humanities. The College also coordinates several integrated and interdisciplinary programs. Among those are a Bachelor of Integrated Studies, the Great TEXTS (Transformative, Experiential, and Team-Taught Studies) Certificate, and LEAP (Law Early Admission Program) in coordination with the Washburn School of Law.

Most courses in the College are small, ensuring faculty can connect with their learners in ways that benefit their success. Several efforts, including travel courses, internships for credit, learner research with faculty mentors, and capstone projects ensure our learners are prepared for the workforce and the world beyond campus.

General education requirements mean all learners, regardless of major, interact with the College during their time as a Washburn undergraduate. The College of Arts and Sciences implemented a math pathways program that led to a significant improvement in first-time pass rates for learners. An English pathway program was developed because of that success. Both programs embody commitment to our open access mission as an institution.



THE DEAN OF WASHBURN UNIVERSITY COLLEGE OF ARTS AND SCIENCES

The Dean facilitates an environment that supports and promotes the faculty's commitment to learning and engagement. The Dean champions excellence in teaching, faculty scholarship and service to the university and the community. The Dean, in partnership with the faculty, is responsible for academic program evaluation and review; accreditation of select programs; faculty recruitment and development; evaluation of faculty members and staff; and learner relations.

The Dean is responsible, in cooperation with the Provost, for academic and administrative planning; budgeting; administration and implementation of school and university policies; external relations; and fundraising in partnership with the University Foundation. The Dean works collaboratively with the administration, and with other deans and

leaders to set and accomplish strategic goals for the Washburn University College of Arts and Sciences in alignment with Washburn's academic identity and its strategic framework and process.

The incoming Dean will have the opportunity to build on the excellence within the College of Arts and Sciences. Enhancing access and opportunity for learners, faculty, and staff will be essential. Developing programs to best serve the region and the state will also be crucial to the success of the new Dean.

Other major responsibilities include:

- Serving as the chief academic officer of the College of Arts and Sciences.
- Collaboratively developing and implementing a strategic vision for the College.
- Ensuring the integrity, accountability, and continuous improvement of new and current academic programs and services.
- Creating an inclusive campus climate that encourages a sense of belonging for the entire Washburn community.
- Promoting high-quality academic programs.
- Promoting the cultural and extracurricular activities of the college.
- Leading, developing, and supporting excellence in teaching.
- Attracting, recruiting, and retaining a highly qualified faculty and staff.
- Fostering collaborative academic planning and innovative curricular development through close work with faculty and members of the community.
- Supporting faculty scholarship.
- Fostering the growth and development of the heads of departments within the College.
- Actively contributing as a member of the Deans' Council and the University's senior leadership team with an ability to effectively collaborate with the Provost's Office, deans, and other campus leaders.
- Maintaining all aspects of the budget of the College and operating within its framework.
- Building relationships across the campus and within the faculty and staff that engender trust through open communication.
- Building shared governance within the College.
- Representing Washburn and the College to public stakeholders.



QUALIFICATIONS & KEY ATTRIBUTES

- Terminal degree from an accredited institution with eligibility for appointment at the rank of professor.
- Residence in Shawnee County (required).
- Academic record of teaching excellence, scholarship, and service.
- Learner centered approach with demonstrated commitment to teaching excellence.
- Commitment to learner success and serving the educational needs of an economically and demographically diverse population.
- Experience and ability to manage financial resources, complex budgets, and personnel.
- Experience and ability to successfully lead a faculty and staff through times of change.
- Commitment to shared governance and constructive interactions through transparent and collaborative leadership.
- Spirit of collaboration and innovation.
- Commitment to participating in development and other external activities, including strengthening alumni relations, and building strategic partnerships.
- Commitment to participating in the community and profession.
- Proven track record of enhancing their ability to be successful while developing meaningful relationships.
- Knowledge of critical issues in higher education.
- Ability to thrive in a dynamic team environment.
- Open and transparent communication style with excellent interpersonal communication skills.
- Service-oriented personality and leadership style with high emotional intelligence.
- Visible and accessible approach to leadership.
- Strong moral compass with personal and professional integrity beyond reproach.
- Political astuteness with ability to communicate a position in a non-polarizing manner.
- Critical strategic thinking and problem-solving skills.

KEY ATTRACTORS TO THE ROLE

- An unprecedented opportunity to lead at a distinctive university during a time of growth, financial stability, and meaningful change and to have a transformational impact on the future of our learners, their families, the greater community, and the state.
- Talented, courageous, caring, curious, and cooperative people who are dedicated to learners and who are open to building the university for the future.
- A campus community devoted to teaching excellence and where learners feel seen and heard by professors, peers, and staff – a community where there is a palpable sense of hope for the future.
- A rare opportunity to build upon an already strong, proven commitment to learner success, engaged scholarship, service, leadership, and international programs to develop learners' talents and prepare them for a dynamic global society.
- The opportunity to bring your best ideas forward, wear multiple hats, and juggle complex responsibilities at a place where you will be listened to, heard, and supported.
- A work environment led by an experienced, dynamic, and bold new leader in a community experiencing positive momentum and renewed excitement about Washburn.
- A unique relationship with the surrounding community, enhanced by Washburn's status as one of the last municipal universities the country, and their motto - *non nobis solum* (not for ourselves alone).
- The vibrancy and diversity of the Liberal Arts and Sciences at Washburn. The CAS is impressive as an institutional home from which to collaborate.

TOPEKA, KANSAS

Topeka, the capital city of Kansas, is more than a bustling hub for politics. It is a thriving community [<https://www.gotopeka.com>] on the move, and a place that individuals, families, companies, and agencies choose to call home.

With a population of nearly 180,000 in the city and Shawnee County, Topeka offers a long list of ways to spend your time. Explore the many family attractions in beautiful Gage Park including the Topeka Zoo, the Kansas Children's Discovery Center, the mini-train, and a vintage carousel built in 1908.

Step into history by following in the footsteps of Civil War abolitionists or tour the Brown v. Board of Education National Historical Site.

If shopping and entertainment are more your style, enjoy the NOTO Arts & Entertainment District, where you'll find art, music, food, shopping, and fun. Theatre and music venues include the Topeka Civic Theatre, Topeka Performing Arts Center, and the Stormont-Vail events center, as well as the historic Jayhawk Theatre near the Capitol. Topeka Symphony concerts are held on campus at White Concert Hall.



Downtown Topeka, just a few minutes from the Washburn campus, is undergoing a transformation with the opening of several new restaurants, creative bars, a luxury hotel, and Everygy Plaza, which features live music, special events, and a splash pad in the summer. Downtown lofts have become a popular living option for Topekans, combining historic features with modern amenities.

Outdoor enthusiasts love exploring the wide variety of recreation facilities surrounding Topeka. At Lake Shawnee, you can golf, paddle boat, or sail. Topeka has miles of paved, gravel, and wooded trails for walkers, joggers, and bikers. You also may connect with nature by canoeing, kayaking, or hiking along the Kansas River, a national water trail connecting the river from Junction City to where it meets the Missouri River near Kansas City.

Standing alongside our community partners, we are proud to call [Topeka and Shawnee County](#) home. Washburn invites you to experience what we all know – this is a great place to live, learn, prosper, and belong.

Washburn's impact in Shawnee County and Kansas:

- WU contributes more than \$56 million in annual income to the NE Kansas economy.
- Accumulated credits achieved by WU alumni over the past 30 years translate to more than \$422 million in added regional income annually due to higher earnings of learners and increased output of businesses.

APPLICATIONS & NOMINATIONS

The Search Committee invites letters of interest and nominations to be submitted directly to the search firm, Anthem Executive. Correspondence should include a curriculum vitae and a letter of interest describing relevant experience and interest in the position. Submit materials to Michael Ballew, Scott Watson, JR Wheless, or Florene Stawowy at:

WUDeanCAS@AnthemExecutive.com

While applications and nominations may be accepted until the position is filled, interested parties are strongly encouraged to submit their materials as soon as possible to assure consideration. The deadline for applications is April 5, 2024; however, Anthem and Washburn reserve the right to end or extend the application and nomination process following this date. Expressing interest is the first step in receiving consideration and does not make one an applicant for the position.

Anthem

Executive

AnthemExecutive.com

Washburn University is committed to providing a place of work and learning free of discrimination on the basis of race, color, national origin, disability (whether actual or perceived by others), religion, age, sex/gender (including pregnancy related conditions), sexual orientation, gender identity or expression, genetic information, or veteran status (military status or military obligations) in the programs or activities which it operates.

