DEAN OF FAIRHAVEN COLLEGE OF INTERDISCIPLINARY STUDIES

Making Waves

CAREERS.WWU.EDU
Fairhaven College of Interdisciplinary Studies at Western Washington University cultivates student responsibility for designing and assessing learning through interdisciplinary inquiry, creativity, and scholarship. With an emphasis on justice, social and environmental responsibility and cultural diversity, we challenge ourselves through active, innovative, and experiential learning to examine our choices, roles, and purposes in the world. Fairhaven College is distinguished by:

- Small, seminar-style courses at a public university
- Narrative evaluations instead of grades
- Close advising relationships with faculty
- Opportunities for independent and international study
- Student-designed interdisciplinary degrees

More information about Fairhaven College is available at: [https://fairhaven.wwu.edu/about-fairhaven-college](https://fairhaven.wwu.edu/about-fairhaven-college)
About the Position

Western seeks a Dean who has experience as a visionary leader with keen insight and a track record of inspiring others, and fostering innovation, and valuing diversity. The Dean should have the experience and professional qualifications necessary to support teamwork, set high standards, and collaboratively craft a long-term strategy for Fairhaven College. The Dean will understand and support the values of a public, comprehensive, residential campus; recognize the critical role of faculty and staff in the life of the university; support intense student involvement in College governance; and serve as an advocate for Western and Fairhaven College both internally and externally. The Dean of Fairhaven College advises students and has the opportunity to teach.

The Dean models active leadership in the development, implementation, maintenance, and advancement of diversity, equity and inclusion initiatives for faculty, staff, students, and programs. This includes the demonstrated ability and commitment to cultivating learning and/or working environments that are equitable and inclusive of diverse students, faculty, and staff with regard to race, ethnicity, sexuality, gender, class and other marginalized identities.

The Dean understands the nuanced needs of college students and personally mentors, advises, and advocates for them. This includes knowledge of student development and demonstrated experience in supporting a diverse student body including non-traditional students. The Dean actively advances student voices in the work of the College and works to facilitate constructive resolution of student concerns and challenges.

The Dean is expected, in collaboration with College faculty/staff/students, to develop and sustain a long-term vision for the College. This includes the development of planning documents as well as assuring the mission/vision of the College. Central to this work in the College, the Dean articulates the importance of interdisciplinarity and intersectionality and its urgency in the current global context.

The Dean provides leadership for academic as well as strategic planning, budget and resource management, advancement and fundraising, program assessment, faculty appointment, development, and evaluation. The Dean is expected to promote professional development of faculty and staff and carry out faculty evaluation and tenure and promotion policies in a collective bargaining environment. The Dean will collaboratively implement the mission, vision, and strategic plan for Fairhaven College. Western seeks a Dean who is intellectually daring with an open, flexible, and collegial style and who is committed to inclusive excellence and cultural pluralism.
Primary Duties and Responsibilities

The Dean is responsible for the leadership, management, and operation of the college. The Dean supervises and directs the work force within their college, including, work with faculty convenor, program directors, faculty, and managers to develop and periodically review the mission, strategic objectives, and actions consistent with the mission of the college and university and in the development of the programs and faculty consistent with those programs.

The successful candidate will be expected to fulfill leadership and mentoring responsibilities that provide equitable and inclusive learning and working environments for faculty, staff, and students.

The Dean is responsible for the development, allocation, and management of the college’s budget including controlling and directing expenditures from the college’s funds as well as resource planning and allocation to programs.

The Dean will participate with others in the Academic Affairs unit in decisions related to planning, establishing, modifying, reorganizing, creating, merging, or eliminating programs, and courses of instruction, including curriculum development and monitoring.

The Dean provides leadership in managing the duties and responsibilities of faculty and staff within their college including standards of performance evaluation, assignments, responsibilities to be performed, scheduling of those responsibilities, persons employed, promotion, transfer, non-appointment, non-renewal or reassignment including but not limited to the following:

- Participate in the recruitment and selection of faculty;
- Promote the spirit of and structures that support shared governance in the college;
- Promote faculty development and improvement of instruction;
- Recommend to the Provost and Vice President for Academic Affairs concerning tenure and promotion, professional leaves, general and special merit, and faculty development and other grants for faculty;
- Conduct evaluations of program directors;
- Coordinate the activities of the college with the administrative staff, the program directors, and the various college committees;
- Determine the number, composition, and type of academic and non-academic staff; and
- Discipline and terminate bargaining unit members in accordance with established processes.
The Dean will provide leadership in college evaluation and planning, including:

- In accordance with the Collective Bargaining Agreement, determine academic programs to be offered, in collaboration with the college governance unit, and how and when courses shall be scheduled and delivered to achieve strategic goals; and,
- Collaborate as a leader in the development of curriculum, evaluation, and assessment efforts.

The Dean will represent the college and provide leadership in all activities, including:

- Develop and maintain a constructive and collegial administrative relationship with other University college and administrative units of the University, including the contractual agreements with the United Faculty of Western Washington (UFWW);
- Development work, including friend and fund-raising, and community outreach;
- Grant and contract writing by the faculty and in seeking financial support for the college and University from both governmental and private sources;
- Represent the college to the senior administration and community;
- Increase the diversity in students, faculty and staff, and strengthen diversity opportunities for the college and University; and,
- Participate in all-University planning and policy formation. Develop, interpret, amend, and enforce written policies and procedures governing the work force to advance the mission of the institution and in ways consistent with state laws, collective bargaining, and other agreements.
REQUIRED QUALIFICATIONS:

- PhD or terminal degree and a record of scholarship and quality teaching sufficient to qualify for the rank of full professor.
- Record of effective leadership and advocacy experience in academic administration (e.g. as a Dean, Associate or Assistant Program Director or Chair) to include:
  - sensitivity to faculty needs;
  - strong organizational skills;
  - strategic planning ability;
  - solid fiscal management; and,
  - effective personnel management.
- Demonstrated leadership in the development, implementation, maintenance, and advancement of diversity, equity, and inclusion initiatives and equal opportunity for faculty, staff, students, and programs, especially in the areas of recruitment and retention.
- Demonstrated ability and commitment to cultivating learning and/or working environments that are equitable and inclusive of diverse students, faculty, and staff with regard to race, ethnicity, sexuality, gender, class, and other marginalized identities.
- Demonstrated experience in advancing Diversity, Equity and Inclusion in higher education with a commitment to being a transformational leader in an aspiring anti-racist institution.
- Proven commitment to creative, innovative, and experiential educational environments and programs, and student-centered and collaborative learning.
- Ability to lead and collaborate with faculty, staff, and students to support student success, best interests, and well-being at all times.
- Demonstrated leadership style that promotes equity, facilitates collaboration, and promotes fair, direct, and honest consideration of others.
- Demonstrated proficiency in personnel management, successful interpersonal communication, and effective decision making.
- Demonstrated commitment to diversity and social justice and demonstrated ability to work successfully with diverse constituencies, both internal and external to the university.

PREFERRED QUALIFICATIONS:

- Experience with interdisciplinary teaching and programs and with fostering interdisciplinary collaboration.
- At least two (2) years of academic administrative experience.
- Demonstrated commitment to shared governance with faculty, staff, and students.
- Experience working productively with faculty and staff unions.
- A successful record of securing external funding, including grants and gifts
- Experience addressing the concerns of historically minoritized populations.
- Experience in creating supportive structures for non-traditional students.
- Research, teaching, and/or service engagements on issues related to Diversity, Equity, and Inclusion.
- Experience with fundraising/development.
**SALARY:**

Commensurate with experience and qualifications; includes a full benefits package.

**CLOSING DATE:**

Application review begins February 1, 2021; position is open until filled. For more information please contact the Search Chair: Francisco.Rios@wwu.edu.

**APPLICATION INSTRUCTIONS:**

Please log in and submit your application via Western PageUp (careers.wwu.edu). **A cover letter and resume are required and should respond directly to your experiences related to the required and preferred qualifications.** Be sure to include the names and contact information of three professional references.

A complete application also requires a separate statement (1-2 pages) demonstrating your past and current ability and commitment to cultivating learning and/or working environments that are equitable and inclusive of diverse students, faculty, and staff with regard to race, ethnicity, sexuality, gender, and class. You may draw upon your personal as well as professional experience in developing this statement. For more information about Western’s commitment to and work on equity, inclusion, and diversity, please see Western President’s page on Advancing Inclusion and Diversity.

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Western Washington University is an equal opportunity and affirmative action employer committed to assembling a diverse, broadly trained faculty and staff. Women, minorities, people with disabilities and veterans are strongly encouraged to apply. In compliance with applicable laws and in furtherance of its commitment to fostering an environment that welcomes and embraces diversity, Western does not discriminate on the basis of race, color, creed, religion, national origin, sex (including pregnancy and parenting status), disability, age, veteran status, sexual orientation, gender identity or expression, marital status, or genetic information in its programs or activities, including employment, admissions, and educational programs. See Western’s Policy on Ensuring Equal Opportunity and Prohibiting Discrimination and Retaliation. Inquiries may be directed to the Civil Rights and Title IX Compliance Office, Western Washington University, Old Main 345 (MS 9021), 516 High Street, Bellingham, WA 98225; 360.650.3307 (voice) or 711 (Washington Relay); eoo@wwu.edu

Western is committed to providing reasonable accommodations to qualified individuals with disabilities upon request. To request this document in an alternate format or to request an accommodation, please contact Human Resources Disability Services, 360.650.3774 or 711 (Washington Relay).

Annual Security and Fire Safety Report: This report is provided pursuant to the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act ("The Clery Act"). It includes statistics for the previous three calendar years concerning reported crimes that occurred on Western's campus; in certain off-campus buildings or property owned or controlled by Western; and on public property within, or immediately adjacent to and accessible from, the campus. The report also includes institutional policies concerning campus security, such as policies concerning alcohol and drug use, crime prevention, the reporting of crimes, sexual assault, and other matters. You can obtain a copy of this report in printed or alternate formats by contacting the Office of the Vice President for Enrollment and Student Services at vpsa.office@wwu.edu. The report can be found at: Annual Security and Fire Safety Report.

All new employees must comply with the immunization policy and show employment eligibility verification as required by the U.S. Citizen and Immigration Service before beginning work at WWU. A thorough background check will be conducted on all new hires.
Bellingham Offers
VIBRANT SMALL-CITY LIVING

A LIVABLE COMMUNITY, CLOSE TO BIG CITIES IN TWO COUNTRIES

Bellingham, population 90,665, is a thriving waterfront city known for local character, picturesque neighborhoods, fantastic walking and biking trails and proximity to some of the best cities and natural wonders in the Pacific Northwest.

Residents loyal to locally produced goods and services flock to the Bellingham Farmers Market, held each Saturday from March to December. Many of the city’s parks and neighborhoods are connected by a trail network – biking to work is not unusual in Bellingham. And the city and port of Bellingham have embarked on a multi-year development effort to rejuvenate the city’s downtown waterfront.

Some of the region’s best mountain biking trails are just outside the city, on Galbraith Mountain. Residents also enjoy proximity to spectacular parks such as Larrabee State Park on the coast and the North Cascades and Olympic national parks in the mountains. Mount Baker Ski Area is about two hours away. The Washington State Ferry terminal in Anacortes, the gateway to the San Juan Islands, is about an hour’s drive.

For culture closer to home, the city boasts several top-quality museums and cultural venues, such as the Whatcom Museum of History and Art, the Mount Baker Theatre and the Pickford Film Center.