



# Position Specification

## **University of Pittsburgh**

Bettye J. and Ralph E. Bailey Dean,  
Kenneth P. Dietrich School of Arts and Sciences and College of General  
Studies

# Position Specification

The University of Pittsburgh (Pitt) invites applications and nominations for the Bettye J. and Ralph E. Bailey Dean of the Kenneth P. Dietrich School of Arts and Sciences and the College of General Studies. As the leader of the most comprehensive school in one of the city's most important civic institutions, the next dean has numerous opportunities to develop signature initiatives that could positively impact the school, the University, the city of Pittsburgh, and the world.

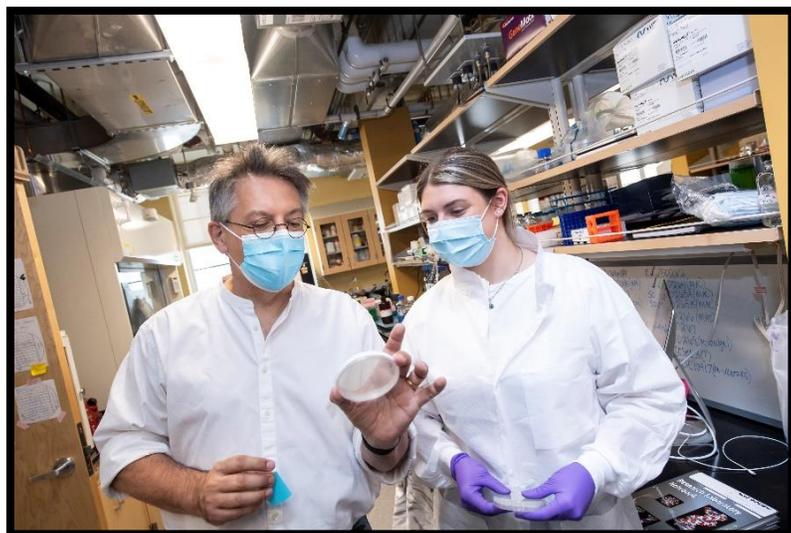
## The Dietrich School of Arts and Sciences and College of General Studies

The Kenneth P. Dietrich School of Arts and Sciences (Dietrich School) constitutes the liberal arts core of the University of Pittsburgh, one of the major public research universities in the United States. Through its [45 departments and programs](#), organized into three divisions, the Dietrich School is the educational home of nearly 13,000 graduate and undergraduate students. In the summer of 2006, the University's [College of General Studies](#) (CGS) joined what was then called the School of Arts and Sciences, expanding the community of learners.

The Dietrich School and CGS host a number of exciting and inspiring programs that are at the leading edge of academic inquiry and that help prepare students for a changing world. Members of the Dietrich School community lead and collaborate in research efforts such as the [Center for the Neural Basis of Cognition](#), the [Pymatuning Laboratory of Ecology](#), the [Learning Research and Development Center](#), and the [Pittsburgh Quantum Institute](#) to bring together diverse perspectives and address pressing challenges. Dietrich School initiatives including the [Center for African American Poetry and Poetics](#), the [Humanities Center](#), and the long-running annual [Jazz Seminar and Concert](#) focus on advancing the arts and humanities. The [Writing Center](#), within the [Writing Institute](#), [Study Lab](#), and [Office of Undergraduate Research, Scholarship, and Creative Activity](#) help students gain critical skills to advance their education. Interdisciplinary academic offerings—such as the PhD program in Africana Studies, majors in Digital Narrative and Interactive Design, Computational Social Science, and Physics and Quantum Computing, along with certificate programs in Disability Studies, Sport Studies, and Public Communication of Science and Technology, as well as close collaboration with the [David C. Frederick Honors College](#)—provide innovative academic opportunities for students and unique, collaborative environments for faculty.

The Dietrich School's top-quality graduate programs and superb, highly selective liberal arts undergraduate curricula integrate traditional disciplines with interdisciplinary and international perspectives. These programs take advantage of the breadth of the University and its urban environment. Graduate and professional students number 1,170, and they conduct cutting-edge research and scholarship and contribute to the school's teaching mission. The school is home to 40% of the University's students pursuing research PhDs. Undergraduate demand has steadily grown over the past decade with Fall 2021 applications representing a 92% increase over 2012 numbers. The Dietrich School enrolls approximately 11,750 undergraduates, and an additional 679 students pursue programs through the College of General Studies. Undergraduate students can choose from more than 85 different majors and minors and 16 certificates in the Dietrich School, as well as six majors and 14 certificates in CGS. Post-graduation outcomes for the class of 2021 resulted in a 97% placement rate for Dietrich School undergraduates and 95% placement rate for CGS graduates, representing a nearly 10% increase over the last decade. The College of General Studies is responsible for a major sector of the University's continuing education offerings and is the University's primary means of engaging non-traditional learners. As such, there have been recent investments in enhancing and expanding online education via CGS.





Nationally and internationally recognized [faculty members](#) excel at translating their research and scholarly expertise into multiple levels of educational instruction, resulting in regular “top 10” rankings in History and Philosophy of Science, Psychology (General, Biological, Clinical, and Developmental), Philosophy, Sports Sciences, Women's Studies, and a number of programs ranked in the top 100 in the world (including Biological Sciences, Chemistry, Earth Science, Economics, Mathematics, Neuroscience, Physics, Political Science, and Statistics). The Dietrich School comprises 850 full-time faculty—which include 340 tenured faculty, 78 tenure stream faculty, and 432 appointment stream faculty—plus 277 part-time faculty. Faculty are [world-renowned](#) and include members of the American Association for the

Advancement of Science, the National Academy of Sciences, and the American Academy of Arts and Sciences. They have been named National Endowment for the Arts Fellows, United States Artists Fellows, and received lifetime achievement awards. Highly committed to teaching and research, Dietrich School faculty have also been recognized with numerous [University awards](#) for their excellence in both spheres. There are 423 staff members who support the academic and research mission of the Dietrich School, as well as 12 staff members and 21 part-time faculty members who support the College of General Studies. The Dietrich School also has 80 postdoctoral and research associates.

The broader environment at Pitt both furthers and is enhanced by the efforts of the Dietrich School and CGS. The University has a strong [innovation](#) ecosystem and in FY22 made 334 invention disclosures and was awarded 105 patents. Pitt is also well-recognized for global education. The University is a top producer of Fulbright Scholars, and many recipients are Dietrich School students or alumni. Through the [University Center for International Studies](#), Pitt hosts six Title VI-eligible centers, all of which received the highly prestigious National Resource Center designation and the Foreign Language and Area Studies award from the U.S. Department of Education. Dietrich School faculty are significant contributors to the area studies centers and are integral to advancing Pitt's global engagement. While the dean's office is located in the iconic Cathedral of Learning – also home to the University's renowned [Nationality Rooms](#) – the departments and programs are located throughout the University's urban campus and are often co-located with relevant units from among Pitt's 14 other schools and colleges. In addition, faculty, postdoctoral associates, and doctoral students benefit from and contribute to a vibrant community, facilitated by the [University Center for Teaching and Learning](#), focused on all aspects of teaching and pedagogy.

Dietrich School and CGS [alumni](#) have brought honor and recognition to the school and to the University of Pittsburgh with their outstanding achievements in business, government, science, social sciences, education, and the arts. Among the school's distinguished alumni is the late William S. Dietrich II, whose historic gift of \$125 million was recognized by naming the school after his father, Kenneth. In 2007, the deanship of the Dietrich School of Arts and Sciences and the College of General Studies was endowed by CGS alumna Bettye J. Bailey and her husband Ralph E. Bailey. In addition to generous individual donors, Pittsburgh boasts a significant number of philanthropic foundations, many of which support the University and its mission.

The faculty and departments of the Dietrich School have created—and wish to expand on—an environment where a diverse and inclusive community of students, faculty and staff can work and learn together. The school has a long-standing [Diversity Committee](#); offers a Diversity, Equity, and Inclusion [Training Series](#); and has participated in recent University-wide [Latinx](#) and [Race and Social Determinants of Equity, Health and Well-Being](#) faculty cluster hiring initiatives. [Access and diversity programs](#) for graduate students include the Hot Metal Bridge Post-Bac Program, the K. Leroy Irvis Fellowship Program, and the Ronald E. McNair Post-Baccalaureate Program. Undergraduate diversity initiatives include [TRIO SSS](#), the [BRIDGES](#) Program, and the [Broadening Equity in STEM Center](#). The recent launch of Pitt's publicly available course on [Anti-Black Racism](#) has garnered national attention and was spearheaded by

faculty within the Dietrich School. The [McCarl Center for Nontraditional Student Success](#) is a critical resource within CGS.

The Dietrich School provides the core of the University's educational programs and does so thanks to faculty who are national and international leaders in their fields. Outstanding students and dedicated staff members enhance the vibrancy of the Dietrich School and CGS communities. The University of Pittsburgh is on an exciting upward trajectory, and the school is integral to Pitt's bright future.

## The Role of the Dean of the Dietrich School of Arts and Sciences and the College of General Studies

As the largest unit and cornerstone of the University, the Dietrich School of Arts and Sciences and the College of General Studies are central and defining components in Pitt's prominent role in research and public higher education. Thus, the Dean must intrinsically understand the centrality and value of the arts, natural sciences, social sciences, and humanities in the preparation of the next generation of students, as well as their role in the realization of the full potential of a research-intensive University.

Reporting to Provost and Senior Vice Chancellor [Ann E. Cudd](#), the Dean is the chief academic and administrative officer of the school, and a key academic leader within the University. The Dean will set and implement the strategic direction for the Dietrich School, in alignment with the University's strategic plan, [the Plan for Pitt](#). The Dean is responsible for advancing the school's mission and operations through thoughtful personnel and management decisions, retention and enhancement of faculty and staff talent, aligning budget decisions with strategy, academic program creation and management, and development functions. The Dean will have oversight of a \$258 million budget and lead a seasoned administrative senior staff.

Key **areas for impact** include:

### *University Leadership*

- Create an innovative strategic vision and tactics for arts and sciences that leverages the Dietrich School's central academic role at the University and its potential for leading-edge, interdisciplinary education and research.
- Elevate the Dietrich School's visibility and profile, both internally and externally.
- Serve as an advocate and champion for the school among fellow deans and to the University's leadership and work collaboratively to advance the University's academic mission.
- Facilitate a collegial environment as the University negotiates its first collective bargaining agreement with its unionized faculty.

### *Academic Leadership*

- Support academic excellence by promoting departmental investment in fostering diversity and collaboration.
- Enhance the Dietrich School's innovative research record and add to its international profile.
- Advance the school's teaching mission and exhibit a sincere commitment to teaching excellence.
- Maintain positive enrollment trends by leveraging current demand and exploring opportunities for new programs and modern teaching techniques, including integrated learning.
- Guide the next era of the College of General Studies, including a strong focus in online education.
- Anticipate the interests of and professional opportunities for the next generation of learners and facilitate leading-edge graduate and professional programs.



- Spearhead a learning- and professional development-focused agenda that increases support and advising for diverse, intellectually curious, ambitious students and postdoctoral associates, both domestic and international.

### *School Administrative Leadership*

- Support a unifying culture that encourages cooperation and creativity and centers on diversity, equity, and inclusion for all Dietrich School and CGS constituents.
- Recruit and retain diverse and excellent faculty and staff, enhance their career and professional development, and support their participation in effective shared governance.
- Enhance the training environment and professional opportunities for postdoctoral associates.
- Strengthen student, faculty and staff recognition programs.
- Promote all aspects of operational efficiency from equitable teaching loads to improved and well-maintained facilities.
- Increase financial resources through fundraising, sponsored research, and the creation of revenue streams.
- Ensure sound financial and operational management amid the shift to a new University budget model.
- Maintain a collegial, collaborative, welcoming environment where individuals are recognized, work-life balance is supported, and daily interactions are cordial.

### **Qualifications**

**Leadership:** An equity-minded leader with a track record of effective, collaborative leadership with strong communication skills, and a commitment to transparency. Experience creating a culture of collegiality as well as developing and promoting shared governance between faculty and administration. A relationship builder and galvanizer with the capacity to formulate and articulate a shared vision, to persuade a wide range of audiences of its value, and to engage others in its implementation. The ability to engage with, recruit, and retain outstanding faculty, including faculty of color, as well as those from diverse backgrounds and disciplines. Demonstrable results in successfully advancing equity and inclusion among faculty, staff, and students. Familiarity with appointment, promotion, and tenure procedures. Ability to motivate and inspire others. A willing advocate for and representative of the Dietrich School and CGS.

**Academic Accomplishment:** An experienced scholar with significant academic credentials, including a record of success in research and a commitment to academic excellence. Robust engagement with the arts, natural sciences and mathematics, social sciences, and humanities, and knowledge of the specific teaching and research challenges in each of these areas. Strong motivation to support and facilitate research initiatives and interdisciplinary collaborations. Ability and skill in securing and managing large-scale extramural funding. Scholarly accomplishments in one of the disciplines represented within the Dietrich School. Credentials suitable for appointment at the level of Full Professor, with tenure, including a PhD or other relevant terminal degree.

**Focus on Students:** A genuine understanding of and commitment to student-centered education. Demonstrated commitment to student success, equity, diversity, inclusion, and professional and educational development for domestic and international undergraduates, graduate students, and postdoctoral appointees.

**Administrative and Financial Management Experience:** Demonstrated administrative and budgeting experience. A record of operational leadership that exhibits excellence, growth, and financial effectiveness. Experience in fiscal management. The ability to set clear, reasonable goals while committing the school to improved outcomes. The ability to attract and recruit top talent, motivate the team, delegate effectively, and manage performance. The ability to engage with a style of management that encourages transparency, teamwork, and interaction. Committed to supporting entrepreneurial activities of students, faculty, and staff.

**Fundraising Ability:** A genuine appetite for strengthening philanthropic support from individuals, foundations, and corporations. Ability to communicate a strong vision to a broad and diverse audience and to generate enthusiasm for the school and its effort. Demonstrated success in fundraising preferred.

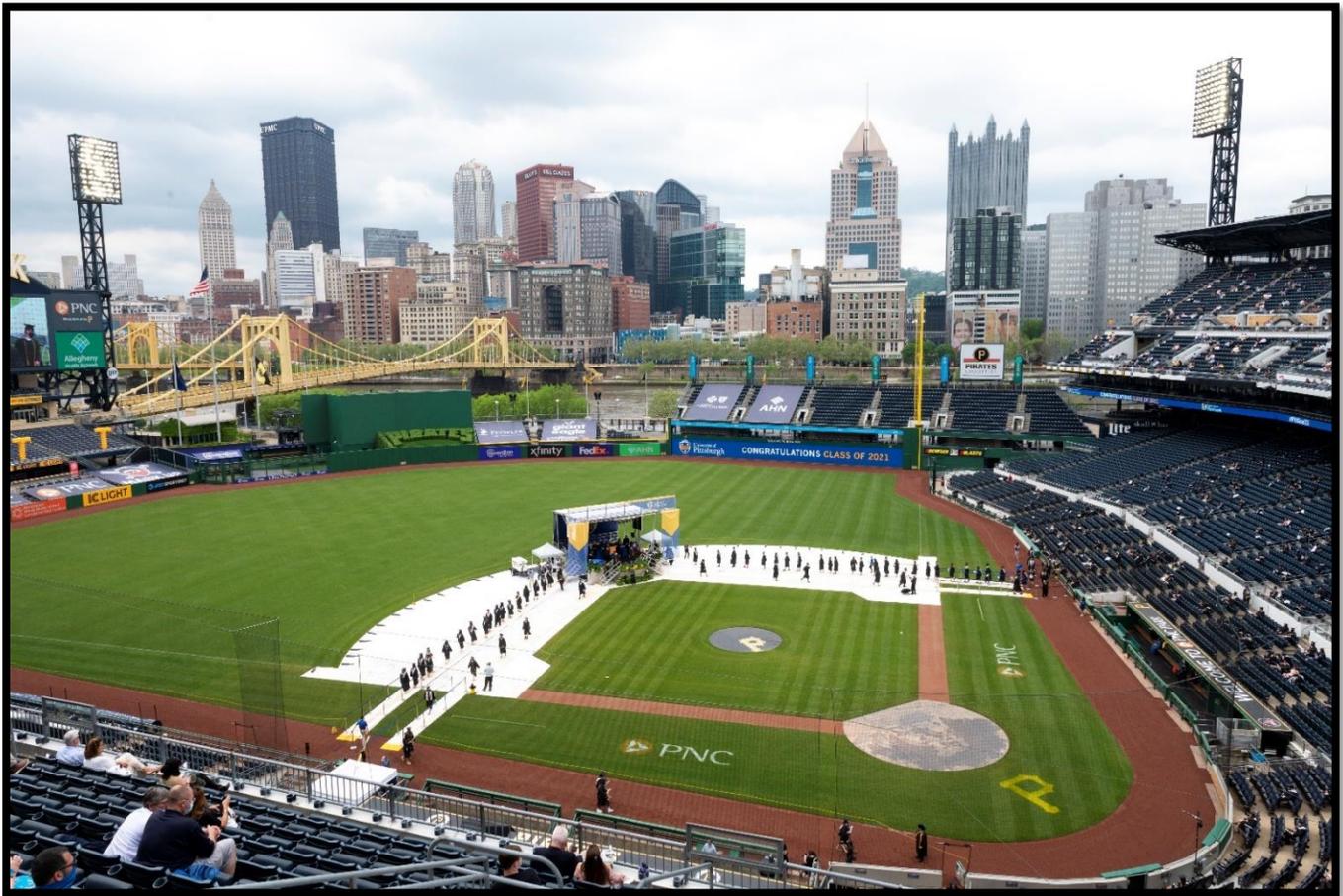
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**Personal Qualities:** The highest standards of personal and academic integrity. Strong interpersonal, oral, and written communication skills, with a focus on openness, transparency and building trust. High emotional intelligence, intellectual curiosity and listening skills. Innovative, creative problem-solver and advocate who uses sound judgment.

## University of Pittsburgh and the City of Pittsburgh

Since 1787, the University of Pittsburgh has never stopped pushing the edge of what's possible. From research achievements to the quality of its academic programs, Pitt ranks among the best in higher education. As one of the largest institutions of higher education in Pennsylvania and one of oldest in the United States, the University is a state-related public institution and a member of the Association of American Universities. With a total enrollment of nearly 30,000 students on the Pittsburgh campus, Pitt is internationally respected as a center for learning and research that is consistently ranked by the *Wall Street Journal/Times* Higher Education College Rankings as the top public university in the Northeast.



Faculty members have made notable advances in the humanities and sciences, earning such prestigious honors as the National Medal of Science, the John D. and Catherine T. MacArthur Foundation “genius grant,” the Lasker-DeBaakey Clinical Medical Research Award, and election to the National Academy of Sciences and the National Academy of Medicine. Alumni have won Nobel and Pulitzer Prizes; led corporations and universities; served in government and the military; pioneered in areas such as MRI and television; conquered Hollywood and *The New York Times* best sellers list; won Super Bowls, NBA championships, and Olympic medals; and been inducted into Halls of Fame. Students come to Pitt from all 50 states, three territories, the District of Columbia, and more than 100 countries.

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With four regional campuses in Bradford, Greensburg, Johnstown and Titusville, Pitt offers a vast array of opportunities and more than 650 degree and certificate programs. More than 13,900 faculty, research associates, and staff members are employed on the Pittsburgh campus, and another 700 work at the University's four regional campuses. Pitt offers generous health and retirement [benefits](#) and values [work-life balance](#).

The 132-acre Pittsburgh campus, in the vibrant and beautiful Oakland neighborhood, is home to all of the University's schools and colleges and is proximate to the highly ranked UPMC (formerly University of Pittsburgh Medical Center). Pitt has served as an integral partner and key player in driving the growth of the education and health services sector in the Pittsburgh metropolitan region.

The University views the city as an extension of its campus, and Pittsburgh is no ordinary college town. This city is transforming from an industrial capital to a center of education, research and innovation. Pitt is actively [integrated](#) into the surrounding community through its [Community Engagement Centers](#), community-driven partnerships, and volunteer service. The University was recently awarded the Carnegie Foundation's Classification for Community Engagement in recognition of its institutional commitment to community engagement.

The city of Pittsburgh hosts a high concentration of influential nonprofits and, as an international center of emerging information technology, is home to companies such as Duolingo, one of Google's national offices, a Facebook Reality Lab, and multiple autonomous vehicle development efforts. Pittsburgh was recently ranked 13th among emerging global startup ecosystems (and 5th in North America). The city also has a long history in banking and manufacturing and is becoming a leader in advanced manufacturing technologies and nanotechnology.

While still a work in progress, the city's reinvention since its days as a smoky steel town has received national acclaim. Known as the [City of Champions](#), LinkedIn named Pittsburgh a top city to launch a career, and *U.S. News & World Report* lists it as a top place to retire. With an extensive network of urban parks, as well as world-class arts and cultural intuitions, Pittsburgh feels like a big small town. It has all the advantages of a large city, along with Midwestern friendliness and East Coast vibrancy.

Pitt aims to forge new paths to mold brighter futures and embrace change as fuel for something greater. Through excellence in teaching, research, and service, the University of Pittsburgh is committed to making lives better and to the relentless pursuit of change, for good.

## Nomination and Application Procedure

The University of Pittsburgh invites inquiries, nominations, and applications for the position of Dean of the Dietrich School of Arts and Sciences and College of General Studies. Interested candidates should confidentially submit a curriculum vitae and letter of interest addressing the areas for impact and qualifications described in this position specification (Adobe PDF files preferred) to [Pitt.DSAS@russellreynolds.com](mailto:Pitt.DSAS@russellreynolds.com).

*The University of Pittsburgh is an Affirmative Action/Equal Opportunity Employer and values equality of opportunity, human dignity, and diversity. EOE, including disability/vets.*

**For fullest consideration, materials should be received as soon as possible and preferably by January 16.**

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## Contact

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