Position Specification

Old Dominion University

Dean of Sciences

2016

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The Institution
**About Old Dominion University**

Old Dominion University, located in the City of Norfolk in the metropolitan Hampton Roads region of coastal Virginia, is a comprehensive, multicultural, and student-centered university. The region is rich in resources in the arts, health sciences, maritime industry related to the ports, and major military installations. The University seeks to provide access for a diverse student population, to elevate the standing of the University among the nation’s public research institutions, to make innovative use of modern learning technologies, and to insist on a broad-based general education for all undergraduates. Old Dominion takes pride in the diversity of its student population, and is now classified as a Minority-Serving Institution (with over 30% minority students). The University is also proud of its reputation as a military friendly institution, and is a member of several military education affiliations.

The University aims to address critical needs in the professions, to increase service to the Commonwealth of Virginia, and to use research and teaching to advance economic development and quality of life in the Hampton Roads area. The University has developed the Innovation Research Park to facilitate partnerships with regional, national, and international businesses and agencies. Fine and performing arts, athletics, and cultural events enrich and celebrate the diverse and multicultural community that surrounds the University.

With 850 full-time faculty and 676 part-time faculty, ODU has grown in stature and reputation with major national and state awards in the professions and higher education in general. Beyond the main campus, Old Dominion University maintains three higher education centers and a network of numerous Distance Learning sites located on community college campuses and military installations. The University provides a variety of undergraduate and graduate academic programs in multiple online asynchronous and synchronous conferencing and streaming technologies.

The campus facilities have seen extensive recent expansion and renovation in academic buildings, arts and athletic facilities, and student housing. Old Dominion University has become a truly residential campus supported by the Gordon Art Galleries, restaurants, Foreman Field at S. B. Ballard Stadium, a 20,118-seat multi-purpose stadium, a new sports and recreation center, the Kate and John R. Broderick Dining Commons and the Ted Constant Convocation Center.

Separate from the University is the Old Dominion University Research Foundation, an independent, not-for-profit, tax-exempt 501(c)(3) organization chartered under the laws of Virginia. The
Research Foundation was chartered in 1965 to “promote the educational objectives of the University by encouraging, fostering, and conducting investigation, research, and development in engineering, the physical and life sciences, the humanities, education, and all other branches of learning; and utilizing, publishing, and otherwise making known the results of such investigations, research, and development.”

The University-Research Foundation partnership developed from the University’s need to provide research administration services when no additional monies were available from the Commonwealth to fund such efforts. Using indirect cost recoveries received from sponsors to fund the Research Foundation was the solution. The Research Foundation serves as the University’s fiscal and administrative agent for sponsored program activities.

The vision for the University is for Old Dominion to be recognized nationally and internationally as a forward-focused, metropolitan university with a collaborative and innovative approach to education and research that spurs economic growth, focuses on student success, engages civic and community partners, and uses its connections with the military and maritime industries and its exceptional strengths and leadership in related areas to provide practical solutions to complex world problems.

This vision is supported by its location on the Chesapeake Bay and proximity to extensive military populations and maritime operations from around the world. Strong support for the arts is provided by many major Virginia professional entities, such as the Virginia Symphony, Virginia Opera, Virginia Stage Company, and the Chrysler Museum. The Barry Art Museum, to be housed on ODU’s campus, will be built this year with donations from benefactors Richard and Carolyn Barry valued over time at more than $35 million, the largest gift in ODU’s history.

The region also boasts an exceptional array of major local and federal partnerships, such as the U.S. Navy, Atlantic Fleet; the Jefferson National Laboratory; NASA Langley; Virginia Port Authority; Eastern Virginia Medical School; and multiple major healthcare networks. NATO’s Allied Command Transformation (ACT) is also based in Norfolk, very close to ODU’s campus.

**Facts about Old Dominion University**

*Enrollment:* 24,672 Total; 20,101 Undergraduate/4,571 Graduate

*International Enrollment:* 1,092 from 105 countries

*Alumni:* More than 139,006 in all 50 states and 70 countries

*Degree Programs:* 75 bachelor's degrees; 40 master's degrees/22 doctoral degrees/2 education specialist degrees
Distance Learning: More than 100 online programs available through ODUOnline.

Research: Over $50 million in external research expenditures

Library: The University Libraries provide online research databases, e-books, thousands of online journals, and more than 3 million items in its physical collections.

Endowment: $205.6 million

About the College of Sciences

The College of Sciences offers bachelor’s through doctoral degrees in the areas of Biology, Chemistry and Biochemistry, Computer Science, Ocean & Earth Sciences, Mathematics and Statistics, Oceanography, Physics, and Psychology. The College has annual expenditures of approximately $20M annually in external grants and contracts.

The College has grown considerably and is teaching a record number of students. Over the last nine years, total student and undergraduate student enrollment has increased by over 50%, with 3,763 undergraduate students and more than 450 graduate students. In fact, enrollment in the College has increased at a rate two to three times higher than increases across the University—which itself has been growing significantly over the past decade.

The College has a distinguished faculty of outstanding educators and internationally-known research scholars recognized for many important scientific discoveries for which they have received prestigious awards. Strategic, senior-level hiring has been the College’s approach for the past decade, resulting in a well-established, productive academic foundation. The strength of the College’s faculty is demonstrated by a 40% increase in research and training grant expenditures, from $14M to approximately $20M annually, over the past nine years.

Strengths of the College of Sciences

The College of Sciences has been instrumental in raising and solidifying Old Dominion’s reputation as a competitive research institution. Many of the key interdisciplinary research initiatives (which include cybersecurity, data science, port logistics, and broadening participation in STEM) draw heavily from the strength of the College of Sciences’ faculty and research efforts. In particular, the University’s Resilience Collaborative (which, among other environmental challenges, focuses on sea-level rise) is a consortium of leading scholars engaged in a coordinated, campus-wide effort for resilience research. While the Collaborative draws faculty who study all types of resilience, the effort particularly pulls from College of Sciences’ faculty who study flooding, sea level rise, and climate impacts on human populations and natural resources.
ODU offers a joint program in medicine with Eastern Virginia Medical School. The Program enables highly qualified students to receive a B.S. from Old Dominion University and an M.D. from Eastern Virginia Medical School. Likewise, ODU offers a Ph.D. in Clinical Psychology through the Virginia Consortium Program, which is co-sponsored by Eastern Virginia Medical School and Norfolk State University. Finally, the College also has programs in collaboration with other colleges at the University, such as a number of teacher preparation programs in partnership with the Darden College of Education (as teacher candidates must major in their content versus education in the Commonwealth of Virginia).

The quality of its exceptional faculty has increased in recent years with key hires of both junior and senior faculty members. Likewise, undergraduate enrollment has increased significantly in recent years, and the College will break ground on a new $74M building within the next year, completing the 'sciences hub' on ODU’s campus.

The University’s location on the Virginia coast and its proximity to numerous federal and independent organizations has given rise to many valuable partnerships. The College maintains a deep relationship with DoE’s Thomas Jefferson National Accelerator Facility, which supports the dual-appointments of a number of ODU faculty in both the Departments of Physics and Mathematics & Statistics. Faculty in the college also maintain active collaborations with the NASA Langley Research Center, National Institute of Aerospace, the Virginia Aquarium and Marine Science Center; the Naval Medical Center Portsmouth; the Eastern Virginia Medical School; and the Virginia Institute of Marine Science.

The Position

**Position Title**  
Dean, College of Sciences

**Location**  
Norfolk, Virginia, United States

**Reports to**  
Provost and Vice President for Academic Affairs

**The Role**  
As the chief academic officer of the College, the Dean reports to the Provost and Vice President for Academic Affairs and is responsible for providing visionary leadership in all instruction, research, and public service programs within the College. The Dean is responsible for providing the vision, establishing the
priorities, and promoting the College’s research and scholarly productivity, as well as academic excellence in all programs.

The Dean provides leadership to enhance existing research programs within the College and to develop new multidisciplinary and inter-institutional academic and research programs, across the campus and with partner institutions.

Finally, the Dean serves as the chief ambassador for the College, which includes not only partnerships with academic and research organizations as indicated above, but also benefactors, alumni, and the general public.

The Person

Qualifications & Experience

The successful candidate will be a well-credentialed scholar with a broad understanding of, and personal achievement in, scholarship, teaching and research. Minimum requirements include an earned doctorate from an accredited institution, a record meriting a tenured appointment as a full professor in a department of the College, and administrative experience at the level of academic department chair or higher.

Candidates must have a demonstrated commitment to academic excellence and an ability to work with all constituencies. Most importantly, the candidate must have the proven ability to develop partnerships with other Colleges on campus, other academic institutions, state and federal agencies and private corporations, as well as support and recruit faculty whose research activities and productivity increase external funding.

The following are attributes that the faculty, students, and administration seek in the new Dean:

1. A confident and capable leader who can be a strong spokesperson for the College of Sciences within the University and in the broader community.
2. A cooperative relationship-builder and fundraiser who can create new partnerships with external organizations while maintaining and growing existing ones. Experience building internal intercollegial partnerships is particularly desirable.
3. An excellent communicator with proven inter-personal and management skills. Executes tasks efficiently and effectively, and establishes meaningful and productive relationships with faculty members, College and departmental staff and students.
4. A person who sets the example of high integrity and academic honesty while contributing to the greater science community and will maintain this spirit within the College.

5. A person who is able to reach beyond the University to build relationships with the broader community of Hampton Roads.

6. A leader who understands the importance of entrepreneurship, and will support increased entrepreneurial activity as part of the College's strategic plan.

7. A person who values diversity and pluralism to support the outreach and extensive international offerings of the College.

8. A leader who understands the widely varying teaching loads within the faculty. The new Dean must be able to understand the diverse set of demands on different departments, and advocate for the College as a whole while bearing these nuances in mind.

9. A leader who values alumni and will commit to strengthening the College's relationship with this important constituency.

10. A person who will support the expansion and increasing importance of distance learning education.

11. A personality that embraces openness and transparency and can balance the requirements of research, teaching, and the many demands on faculty that will empower rather than limit creativity and scholarship.

12. A person with the ability to formulate strategic plans, implement strategies in a collegial and persuasive fashion, and work with accreditation agencies in a professional manner.

13. A good listener who truly values the input of all stakeholders and is committed to making informed decisions.
Nomination/Application Information:

Review of nominations and applications will begin immediately and will continue until the position is filled. Old Dominion University will be assisted by Jackie Zavitz and Julia Salem of Heidrick & Struggles, Inc. Nominations and applications should be directed to oduscience@heidrick.com. Applications should include a CV and cover letter.

It is the policy of Old Dominion University to provide equal employment, educational and social opportunities for all persons, without regard to race, color, religion, sex (including pregnancy), national origin, gender, age, veteran status, disability, political affiliation, sexual orientation or genetic information. Minorities, women, veterans and individuals with disabilities are encouraged to apply.

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