

Harris Search Associates

I N N O V A T I O N + T A L E N T

Washington State University

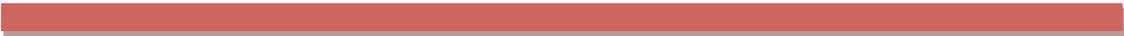
Department of Foreign Languages and Cultures
Chair Search



Harris Search Associates

Fall 2013

Confidential: This report has been prepared for the exclusive use of the client named. Because it may contain confidential information, its use should be controlled and limited to the executives concerned. This information is given in good faith and is believed to be correct but may require additional verification.



About Washington State University

Washington State University (WSU) is a public research university based in Pullman Washington, in the Palouse region of the Inland Northwest. Founded in 1890, WSU is the state's land-grant university. It is ranked in the top-ten universities in the US in terms of clean technology and it is one of 96 public and private universities in America with "very high research activity," as determined by the Carnegie Foundation for the Advancement of Teaching. WSU is ranked among the top half of national universities at 106th according to *U.S. News and World Report*.

The university also operates urban campuses across Washington known as WSU Spokane, WSU Tri-Cities, and WSU Vancouver, all founded in 1989. These campuses award primarily bachelor's and master's degrees. Freshmen and sophomores were first admitted to the Vancouver campus in 2006 and to the Tri-Cities campus in 2007. The university also offers eight undergraduate degrees, a professional science masters and an online MBA to students around the world through WSU Global Campus, formerly known as Distance Degree Programs. In addition, the WSU Extension program provides non-credit education and degree opportunities to people and communities throughout the state.

Total enrollment for the four campuses and WSU Global Campus exceeds 26,000 students. In 2009, this included a record 1,447 international students, the highest since 1994 when there were 1,442.

WSU's athletic teams are called the Cougars and the school colors are crimson and gray. The six men's and nine women's varsity teams compete in NCAA Division I in the Pacific-12 Conference.

The university offers bachelor's, master's, and doctoral degrees in 200 fields of study through 65 departments, schools and programs.

These departments, schools and programs are organized into nine academic colleges as follows:

- College of Agricultural, Human and Natural Resource Sciences
- College of Business

- Edward R. Murrow College of Communication
- College of Education
- College of Engineering and Architecture
- College of Arts and Sciences
- College of Pharmacy
- College of Nursing
- College of Veterinary Medicine

In addition, WSU has an all-university Honors College, a Graduate School, and an accredited intensive English program for non-native speakers (the Intensive American Language Center).

Research

WSU spent \$389 million on research in the 2011 fiscal year. In the recent National Science Foundation (NSF) rankings of research and development expenditures, WSU ranked 22nd among public research universities without a medical school, 57th among all public research institutions, and 82nd among all research institutions, public and private.

The Place

Pullman is the largest community in Whitman County (located in southeastern Washington) and is located approximately 76 miles from Spokane and seven miles west of the Washington/Idaho border and Moscow, ID, home of the University of Idaho.

Pullman's economy is based primarily on government entities, Washington State University, trade center activities, a growing manufacturing and high-tech research sector and agriculture.

Pullman's landscape comprises the rolling hills of the Palouse country with elevations from 1,100 to 3,400 feet above sea level (average elevation is 2,346 feet above sea level).

Approximately 1,328,337 acres are devoted to cropland on 1,087 farms throughout Whitman County.

Pullman-Moscow Airport offers flights daily to and from Seattle's Sea-Tac Airport (35,233 boardings in 2010). Lewiston (Clarkston) Nez Perce Airport (35 miles from Pullman) also offers flights through Alaska Air. Amenities also include over 1000 acres of parkland within the city

limits. Pullman offers both fixed bus routes and Dial-A-Ride services with a combined ridership of over 1,400,000 (2010) and ten miles of bicycle/pedestrian paths.

Pullman Regional Hospital: PMH is the premier health care facility on the Palouse and is accredited by the Joint Commission on Accreditation of Healthcare Organizations. It is a 25-bed acute care, critical access facility with an Emergency Department which is the region's only 24-hour urgent care center. Hospital staffing includes board certified emergency medicine physicians.

College of Arts and Sciences

The College of Arts and Sciences at Washington State University conducts world-class, cutting-edge scientific research and offers a strongly supportive academic environment for both undergraduate and graduate students. Respected professors who are also active researchers continually bring new knowledge into their classrooms. Students can learn to use the latest research equipment and apply for funding to do independent research of their own. Graduate students come from all over the world to study at WSU with leading investigators.

<http://cas.wsu.edu/about/index.html>

The Position

Washington State University invites applications and nominations for the position of Chair of the Department of Foreign Languages and Cultures (DFLC). WSU seeks a dynamic and innovative Chair who has worked in some administrative capacity at a four-year university, and who values and promotes collaboration and collegiality. The Chair will lead in the articulation of a clear and compelling vision for the department's future and be a strong advocate for foreign languages and cultures within the new College of Arts and Sciences as well as across campus and in the community at large.

The successful candidate will lead a diverse faculty and staff in a collegial environment experiencing various degrees of growth and facilitate collaboration among various DFLC programs.

He/She will value and support the academic and outreach activities of DFCL faculty and promote a positive team environment in which all DFCL programs can flourish.

The Chair is expected to possess the vision necessary to guide the department as it contributes to the university's mission to be a leading research university and as it continues in its commitment to provide excellent educational opportunities for undergraduate and graduate students.

Qualifications:

This position at the advanced associate professor level and above is open to candidates who have: 1) a Ph.D. in a language or culture taught in the department; 2) qualifications to be tenured at the associate professor level or above; 3) a distinguished record of scholarly research and demonstrated success in teaching; 4) interest in attracting continuing external funding; 5) leadership and interpersonal skills necessary to lead a department committed to teaching and research excellence; 6) previous successful chair or significant administrative experience.

Responsibilities:

The chair provides academic, administrative, and fiscal leadership to the department on a day-to-day basis. In addition, the chair must be able to work with faculty and students from multiple disciplines; attract and retain top-tier faculty; enhance existing undergraduate and graduate degree programs; advance the status of the department in terms of funded research and graduate education; support and promote the service mission of the department; maintain an innovative, funded, and nationally recognized research program; and teach classes at the undergraduate and/or graduate level.

The Department: *(insert faculty and student info below)*

The department has 11 tenured/tenure-track_faculty members, 12 non-tenure-track faculty, and four staff members. The department aspires to be an excellent comprehensive department of foreign languages and cultures. We currently (F-13) have 160 undergraduate majors (136 certified, 24 uncertified) and seven (7) graduate (MA) students. <http://forlang.wsu.edu/>

Essential Duties and Responsibilities:

- Guides the strategic direction and vision for the delivery of high-quality and responsive curriculum and programs
- Develops, maintains, and monitors fiscal resources and secures external funding to support educational initiatives
- Participates in the development and implementation of the College policies, procedures, and guidelines
- Participates in developing and implementing college-wide and campus initiatives
- Promotes partnerships with constituents in the professional and business communities
- Supports curriculum development and revision as relates to program goals and outcomes
- Communicates openly and frequently with staff and program coordinators while fostering a collaborative team model
- Coordinates activities with other campus Chairs
- Promotes an environment supportive of the College mission and vision
- Promotes the professional development of faculty and staff
- Participates in mediating faculty and student issues, grievances, and appeals
- Oversees the development of course schedules and faculty assignments
- Participates in and oversees the selection, hiring, other personnel decisions associated with academic faculty and staff
- Teaches in one or more of the programs taught in the department.

Knowledge, Skills and Abilities:

- Knowledge of college educational philosophy and top management administrative practices and procedures; college curricula and instructional programs
- Knowledge of college policies and procedures
- Ability to collaboratively lead and manage an academic area

- Ability to think creatively to resolve issues and overcome everyday challenges
- Ability to work effectively in a multi-ethnic/multi-cultural environment with students, faculty and staff
- Ability to speak effectively to employees, faculty, staff and community groups
- Ability to secure external funding
- Knowledge of budget management and development
- Aptitude for strategic planning and program assessment and improvement
- Understanding of the mission and goals of a comprehensive university
- Dedication to advancement of excellence in undergraduate and graduate education
- National/international recognition as a scholar and leader that would merit appointment as an advanced associate professor or higher.
- Commitment to academic innovation and integrity
- Advocate for diverse research and educational excellence as appropriate to college programs
- Ability to work effectively with and build consensus among a diverse faculty, student body and administration
- Excellent communication and interpersonal skills.
- Active involvement with professional organizations
- Commitment to recruiting and retaining diverse faculty, staff and students

Procedure for Candidacy:

Applications accepted until the position is filled, with an anticipated start date of *July, 2014*

Applications should be accompanied by a letter of application, curriculum vitae, and list of references. Applications and nominations will be accepted until the position is filled.

Confidential review of materials and screening of candidates will begin in the winter and continue until the position is filled.

WSU offers outstanding benefits include health, dental, and life insurance; retirement benefits, sick leave and holiday.

Washington State University is an Equal Opportunity/Affirmative Action Employer. Members of ethnic minorities, women, disabled veterans, veterans of the Vietnam-era, recently separated veterans, and other protected veterans, persons of disability and/or persons age 40 and over are encouraged to apply.

WSU employs only U.S. citizens and lawfully authorized non-U.S. citizens. All new employees must show employment eligibility as required by the U.S. Citizenship and Immigration Services.

Washington State University is being assisted by Harris Search Associates for this search. Please contact to Jeffrey Harris, Managing Partner for further detail.

Contact Info: Jeffrey Harris, Managing Partner Email: jeff@harrisandassociates.com

Tel: 614-798-8500 ext. 125

www.harrisandassociates.com

Cell: 614-354-2100