

Position Specification

**Dean, Kentucky College of Art and
Design at Spalding University**

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herman
AND ASSOCIATES

Integrity. Quality. Success.

Organization

Kentucky College of Art and Design

Starting with a grassroots program offering artist lectures, workshops, and art appreciation classes, Louisville native Churchill Davenport planted the seeds of what would become the Kentucky College of Art and Design in response to Louisville’s need for an undergraduate college of art, leveraging momentum and excitement in the city’s thriving arts community. From this community, a core group of advocates formed, dedicated to championing the cause of a college of art in Louisville. After an initial year of research and discussion related to a possible new school, a feasibility study was conducted that revealed the need and support for a college of art and design in Louisville. Concurrently, the core group assembled further professional artists, local supporters of the arts, and Louisville business leaders to form a Board of Trustees, as well as a National Advisory Board consisting of several art and academic leaders from across the country. In order to begin, they needed an existing university as a partner during the initial stages before the program could stand on its own. Spalding University, with its commitment to service and experiential learning seemed the obvious choice. When approached, Spalding University President Tori Murden McClure was intrigued by the opportunity to help launch an art college that would one day be independent. The hard work of the Board, two faculty members, a lean staff, and dedicated volunteers was fruitful and Spalding University opened the Kentucky School of Art with nine students in 2009. The vast majority of the founding group are still intimately involved in building and advancing the art and design school, a testament to the sustained passion for this project.

After the school grew to over 140 students in 2015, the university renamed it the Kentucky College of Art and Design (KyCAD). Under the guidance, leadership, and support of Spalding University, KyCAD (pronounced “kai-cad”) is now an innovative center for art that welcomed 65 incoming freshmen this year. This year’s entering class represents 28% of Spalding University’s traditional first year entering class.

KyCAD’s curriculum is marked by a commitment to the development of creative vision, innovation, leadership, and social responsibility. The course of study combines the essential principles of the Foundation Program with the cutting-edge techniques of Digital Media. The Foundation Program endows students with a core from which all advanced courses in Digital Media, Drawing, Color and Design, Illustration, Graphic Design, Interdisciplinary Sculpture, Painting, Photography, and Printmaking are offered. Areas of study are Digital Media, General Fine Arts, Graphic Design, Interdisciplinary Sculpture, and Painting and Drawing, with concentrations in Pre-Art Therapy and Illustration. KyCAD’s semesters are

divided into three six-week periods with a week break in between. This allows students to focus more intensely on two to three classes at a time to be truly immersed in the subject and affords students needed scheduling flexibility amidst other life responsibilities.

KyCAD's strong curriculum is made possible by the learner-centered, individual focus that faculty create. The college's faculty members are dedicated educators and artists who emphasize the importance of nurturing every student's potential. In this intimate and interdisciplinary learning environment, KyCAD's faculty prioritize working with each student as he/she develops. Interaction between administration, faculty, and students is encouraged and frequent, and the entire community has a collaborative and hands-on approach toward learning. The culture of the organization is geared toward allowing for the flexibility and experimentation that is necessary for creativity.

Both curricular and co-curricular programs are designed to develop the whole student—from creative vision and intellectual capacity to the development of professional skills, confidence, and personal integrity. KyCAD emphasizes the importance of resource allocation and awards studio space for most students as freshman and sophomores, as well as to all juniors and seniors. The college is actively working to develop a robust study abroad program and requires students to complete an internship in the junior or senior year to help ensure job placements as KyCAD graduates.

KyCAD students benefit from all of the amenities provided to Spalding students. This includes on-campus housing and Spalding's commitment to affordable tuition. Approximately 95% of KyCAD students receive some combination of financial support through private scholarships, government aid, and institutional student aid. For the 2015-16 school year, KyCAD will award \$616,000 in scholarship funds.

For more information about Kentucky College of Art and Design, please visit the website: www.kycad.spalding.edu.

Spalding University

Founded in 1814 by Mother Catherine Spalding, Spalding University is a private, co-educational, liberal arts university in downtown Louisville, Kentucky, affiliated with the Sisters of Charity of Nazareth. The university combines a rich history and a commitment to community service, attracting students who desire a high quality education in a very personalized setting. An engaged faculty serves nearly 2,500 students at the bachelors', masters', and doctoral levels, providing quality, real-world learning in liberal and professional studies.

With a focus on community service and leadership, Spalding offers all students a mission-driven connection to community and comprehensive learning resources while striking a distinctive balance serving the educational needs of both the traditional student and the working adult. In line with this, Spalding prides itself on being among the most affordable private institutions in the state of Kentucky. Each year, Spalding awards more than \$4 million in scholarships and financial aid, and more than 90% of all Spalding students receive some financial support. Spalding celebrates that it is the first certified compassionate university worldwide. This commitment to compassion is manifested in Spalding’s twin pillars of service and inclusion.

Spalding University describes itself as an inclusive community of people who are fundamentally different from one another and who humbly accept each other. Representing a cross-section of society, Spalding has the most racially diverse student body of Kentucky’s private colleges; 33% of Spalding students self-identify as people of color. This community of learners is made up of artists, veterans, activists, parents, religious leaders, LGBTQIA community members, and athletes. Spalding’s mission and values cultivate a supportive space for all students to learn and grow, embracing different abilities, ideals, cultures, backgrounds, goals, and passions.

For more information about Spalding University, please visit the website: www.spalding.edu.

KyCAD Core Values

Placing original expression at the center: Empowered with guidance and equipped with space and tools, students pursue individualized development in art and design. With nationally recognized faculty and visiting artists committed to a nurturing form of study and practice, KyCAD offers students the means to not only create a significant body of work, but to explore new ways of thinking about the world around them. This belief in students’ creative spirit informs all of KyCAD’s work.

Social and environmental stewardship: As a community of creators, makers, and citizens, KyCAD takes its role seriously. KyCAD is an incubator for this kind of change—both external and internal. Awake, aware, and involved—KyCAD students contribute to their city. The college instills the conviction that art can make real change.

Urban Development through a commitment to local landscape and local talent, and by serving as a local catalyst: Drawing in creative people with an eye toward growth, art schools prepare cities for demonstrable cultural change. Galleries, public art installations, specialty programs—all these developments and more enrich a city’s landscape. KyCAD believes a thriving artistic culture energizes and intrigues people, and results in a thriving economy and an engaged populace. To this end, the college educates artists and designers locally, growing the city’s existing assets. As part of Spalding University, KyCAD is contributing to a period of dynamic physical growth and change in SoBro, Louisville’s “South of Broadway” district. Expanding green space, galleries and studios are but a few of the current initiatives in progress.

Location

Louisville, Kentucky

Located in the South of Broadway district in Louisville, Kentucky, KyCAD’s campus is surrounded by beautiful historic mansions on tree-lined streets to the south and the banks of the Ohio River to the north. Home to more than 30 institutions of higher education and a population of over 760,000, Louisville is Kentucky’s largest city. Louisville offers a combination of the cultural offerings of a major city with the access to natural beauty one finds in a rural setting. A city where Midwestern values meet Southern charm, Louisville has a vibrant culture and attractive cost of living, for which it is recognized as one of America’s most livable cities.

There is a dynamic and vigorous tradition of independent music, art, and small business in Louisville. This is a place where citizens can make demonstrable change and build for the future. The creative community in Louisville is supportive, the palpable energy is motivating, and the resources are growing every day. As described in the core values, KyCAD believes that supporting and strengthening the city of Louisville is central to its mission and to the college’s future. KyCAD plays a strategic role in community and city development, with a focus on nearby neighborhoods and on efforts that impact art and culture.

Boasting a thriving arts scene amidst renowned parks and natural surroundings, it is also one of the most vital dining and cultural destinations in the Midwest. There is a rich concentration of historical and contemporary art exhibited at the Kentucky Museum of Art and Craft, the recently expanded Speed Museum, which is also home to the newly opened Speed

Cinema, and 21c Museum. 21c Museum is part of the 21c Museum Hotel in Louisville, the flagship enterprise for a chain of six boutique hotels that work to integrate art into life and travel. Louisville additionally has a vibrant gallery scene, with a first Friday trolley hop that connects downtown galleries and businesses. The city is home to the 12th oldest opera company in the country: the Louisville Ballet, Louisville Orchestra, numerous independent theatres, and the Actors Theatre of Louisville, which hosts the Humana Festival of New American Plays. The city also hosts the Derby Festival, Forecastle Music Festival, Gonzofest, and World Fest, and is home to the Nulu district, the historic Highlands, and Waterfront Park. The ongoing addition of dedicated bicycle lanes throughout the city makes it easy to access the nightlife of 4th Street Live and the newly opened Big Four Pedestrian Bridge connecting downtown Louisville to southern Indiana. Old Louisville, adjacent to the school, is the host to Shakespeare in the Park and the St. James Court Art Show. Travelers come to Louisville to experience visual and performing art, outdoor adventure, the trendy food scene, and entertainment of all kinds.

Further, 60% of all cities in the continental United States are within one day's drive of Louisville, a fact that has contributed to the city's long held position as a shipping hub. Hop in the car or bus, and you are within a half-day drive to Chicago, St. Louis, Indianapolis, Cincinnati, Nashville, Asheville, and other exciting destinations.

For more information on living in Louisville:

www.greaterlouisville.com/LiveInLou.

Opportunities and Challenges

Kentucky College of Art and Design is evolving and actively building on the growth it has already achieved. Progressing from a lecture program to a burgeoning school of art and design, the student population continues to grow. The KyCAD community has goals beyond mere growth in numbers. The initial dream shared by artists, community leaders, and Spalding University of an independent college of art and design in Louisville that will lead the city, region, and the nation in art and design is still very much alive. Spalding University is currently undergoing a standard accreditation review that will conclude in 2017. Following this process, the new Dean will actively work to make KyCAD a fully independent college through the accreditation process with the Southern Association of Colleges and Schools. Long-term goals also include accreditation through the National Association of Schools of Art and Design (NASAD) and membership in the Association of Independent Colleges of Art and Design (AICAD).

This is a seminal and exciting time for KyCAD as the organization seeks to establish itself as an autonomous institution focusing on shaping future leaders in the field of art and design. A new Dean will be charged with spearheading this process and managing KyCAD's transition from a college within Spalding University to a separate organization, anticipated no later than 2022. Once established and fully independent, KyCAD's development and evolution does not end. The college will need a leader with creativity, drive, and vision to build on KyCAD's strengths while nurturing the organization to new heights of pioneering art and design education by going beyond the expected and challenging the status quo. This trailblazer will be an innovator and entrepreneur tasked with collaborating with senior leadership to create the narrative for a new chapter in KyCAD's history while helping to provide a concrete framework for the college. The Dean should also be deeply well versed in artistic and creative practice, exhibiting an ability to infuse that knowledge into administrative expertise for the purpose of educating young artists, designers, scholars, and educators.

KyCAD is poised to be an effective cultural incubator and a leader in art and design higher education. KyCAD's Board is composed of successful, accomplished, and capable volunteer leaders who are steadfast in their commitment to the college. With additional support from Louisville, local community leaders, and Spalding University, the Dean has an opportunity to catalyze true transformational growth within the organization and continue to build a college that will help shape the futures of generations of the nation's artists. Rigor and focus will be needed to help build on the college's existing strengths while preparing for growth and capitalization upon new opportunities.

Philanthropic support for the organization is robust and the organization has already raised \$3.5 million toward an \$8 million campaign. Currently, as a college within Spalding University, KyCAD has its own 501(c)(3) status, which allows for effective fundraising.

Position Concept and Reporting Relationship

The Dean, Kentucky College of Art and Design, is the senior most executive responsible for academic leadership and faculty development. This leader will provide administrative direction for the college, concurrently offering creative direction as well as the development and execution of strategic goals. Working closely with faculty, the Board, KyCAD staff, and Spalding colleagues, the Dean will develop and implement strategies that ensure the long-term sustainability, unique programs, financial viability, and standing as a leading college of art and design. As such, the Dean is responsible for leadership in the development and delivery of the educational programs including curricula, faculty, and accreditation, ensuring and supporting the achievement and fulfillment of academic excellence across all disciplines of the college. The Dean is instrumental in leading KyCAD in its academic pursuits and responsibilities, while also representing the organization in the art community. This leader will ensure the quality of the programs by recruiting and retaining outstanding faculty and broadly enhancing the college's continued emphasis on innovative art and design higher education. The Dean will act as KyCAD's advocate and representative, ensuring the college becomes recognized as a leader in design education and research.

The Dean reports to the President of Spalding University, Tori Murden McClure. President McClure became Spalding's president in 2010 and leads the campus through a collaborative leadership model that brings diverse voices and experiences together through the board of trustees, Leadership Team, and faculty and staff committees, and has overseen a campus expansion of over 40% during her tenure. President McClure anticipates a robust, collaborative relationship with the new Dean and seeks a partner with a strong voice and vision for KyCAD. Such strength is fundamental, as the person in this role will one day lead the broader efforts for independence and ideally serve as the independent college's president.

Of principal importance, the Dean will lead and support the faculty, with directional oversight of other staff within the following departments: the Office of Admissions, the Office of Institutional Advancement, and Administration. This leader must be proficient at analyzing staffing structures and adjusting as necessary to ensure best departmental performance, as the college and its entire workforce will significantly grow under the new Dean's leadership.

This executive will serve on President McClure's Leadership Team and will also work closely with Terry Tyler, current President of Kentucky College of Art and Design; Chancellor Churchill Davenport; and the Board.

Specific Duties

Working closely with faculty, campus colleagues, and the Board, the Dean is responsible for leading the college's continued rapid trajectory by encouraging creative and innovative ideas to meet the curricular needs of students today and in the future. Duties will include the following:

1. Leadership of a committed academic team to set and attain clear educational goals for the success of a diverse student body that align with KyCAD's mission, values, and vision, and that advance the art and design pedagogical and educational delivery model into the future. Lead the design, implementation, and success of the academic programs while pioneering new initiatives.
2. Provide integrative academic leadership that promotes college-wide teamwork. Lead by example in the spirit of transparency by providing active communication throughout the organization about critical decisions, plans, data, and processes. Role model to build a culture of shared academic governance marked by a strong sense of trust, clear expectation setting, open communication, and accountability.
3. As the chief academic officer of the college, work to advance art and arts education in publications, consortia, professional associations, conferences, openings, and other functions. Must be recognized as a leader in higher education and art and design circles.
4. Ensure a spirit of institutional effectiveness in all aspects of the college, including overseeing the requirements for accreditation by the various accrediting bodies to ensure student success. Act as liaison to accrediting bodies and government agencies concerned with the educational program; leadership in and coordination of the production of reports and the organization of processes related to accreditation.
5. Collaboration with and advocacy for the faculty, including oversight of faculty recruitment/retention, supervision, development, and evaluation that results in a distinguished, expert, innovative, and diverse faculty of art and design educators and practitioners to assure an outstanding educational experience. A primary task of the new Dean will be to develop clear protocol and standards regarding ranking, tenure, and promotion.
6. As the chief ambassador and advocate, find and build the financial resources necessary to achieve short and long terms plans through major/leadership gifts, corporate and foundation giving, planned gifts, and events, providing visible leadership in the friend- and fundraising efforts of the organization.

7. Cultivate a faculty of practitioners, scholars, and educators who will inspire and train a new creative generation, by sustaining and growing support for professional practice and development. Concurrently, foster a commitment to diversity throughout KyCAD by building an inclusive and supportive environment for teaching, learning, creativity, and scholarship.
8. Help to determine budgetary priorities and develop an annual budget for the college, administering the budget once approved. Oversee the development of departmental budgets, space utilization, and equipment and renovation requests. Plan and monitor annual operating and capital budgets, inclusive of advocacy for faculty, curriculum, and academic services in related processes.
9. Provide long-range planning for all aspects of the educational programs and academic services in accordance with the college's strategic plan. Set priorities by balancing programmatic goals with financial constraints, emphasizing the delivery of a sustainable world-class academic program.
10. Lead the faculty in curriculum assessment and development, including self-studies and accreditation reviews. Oversee the development of degree requirements, revised or new degree programs, and related support initiatives. Oversee curriculum planning, academic programs and services development/approval/implementation, and the formulation of academic policy, resulting in robust, innovative, and technology-savvy education to attract, engage, and fulfill the aspirations of students and faculty.
11. Collaborate with campus colleagues in the development and support of a vibrant student experience.
12. Work closely with the faculty and academic leadership to sustain a learner-centered environment, ensuring the academic achievement and enrichment of the student body as demonstrated by student learning outcomes.
13. Strategic development and oversight of academic partnerships and relationships with key political leaders within the regional, national, and international community that are mutually beneficial and that align with KyCAD's values and strategic goals.
14. As the primary person entrusted with representing the college, the Dean must be an adept communicator capable of relaying a clear vision of KyCAD's current and future role as an engine of cultural change, innovation, and as a force to train the next generation of artists and designers.
15. Maintain an active presence on behalf of the college in the Louisville metropolitan area.
16. Leadership in advocacy of the value of art and design education on the national and international stage.

Candidate Qualifications

The Dean must be an individual qualified by professional accomplishment and experience to earn and retain the respect of a highly qualified and accomplished professional faculty of artists, designers, and scholars. The successful candidate must have the experience to create, establish, and lead a vision for the 21st century learner that is both strategic and pragmatic.

Expected qualifications include:

- Prior experience in higher education serving as a faculty member and department chair or dean in an art and design college or a university art department is strongly preferred. A minimum of eight to 10 years of successful experience in academic leadership and administration; teaching experience will be highly valued.
- A visionary and entrepreneurial leader with the foresight and courage to break new ground. A person with a strong belief in the fundamental value of art and design education who is adept at leading within an evolving organization with many diverse stakeholders. An engaging, dynamic personality balanced by a low-ego demeanor is essential.
- The Dean will be a tactical, forward-thinking executive who can translate ideas and concepts into results. Strong strategic perspective to consider the impact of decisions, plans, and programs on the college and make sound recommendations accordingly. Substantial business acumen that has been implemented for demonstrable results is necessary.
- A voracious consumer of arts and culture, this passion and conviction should be integrated into the successful candidate's DNA.
- A tenacious person who looks for answers and alternative approaches to solving problems and meeting needs. This individual will thrive finding creative solutions, making the most of the college's resources.
- This leader will have strong discernment skills and the ability to set realistic expectations. Excellent organizational skills and the demonstrated ability to prioritize are essential, as is the ability to control and move forward on several priorities simultaneously.
- The Dean will passionately tackle the development of structures and systems as a means to facilitate learning, continuous improvement, and innovation amongst the KyCAD community.

- A track record of success with annual and capital campaign fundraising, specifically in identifying key potential donors, instilling passion for a cause, identifying the personal connections to that cause, developing strong relationships, and ultimately asking for engagement with the college as a financial donor and supporter.
- Leadership style characterized by openness, trust, collegiality, optimism, intellectual curiosity, and creativity, coupled with high energy, decisiveness, fairness, self-accountability, and a strong commitment to KyCAD’s vision, core values, and strategic priorities.
- Ability to function as a catalyst, coach, and doer, guiding people at all levels of the college by utilizing a collegial and input-rich decision-making and governance process.
- Proven experience in recruiting, retaining, and leading a distinguished faculty and staff with a demonstrated commitment to creating and sustaining a collaborative culture where decisions are made through consensus, rather than by fiat.
- Exceptional written and verbal communications skills, blended with the ability to be an effective, engaged, and interested listener. This executive will strive to achieve transparency in his/her interactions.
- A forward-thinking educational outlook that embraces diversity, and environmental and social responsibility in arts education. A deep passion for arts and design education and an understanding of the importance of the liberal arts in a college of art and design. He/she will also keep abreast of the current and future use of technology and its applications in art and design.
- A proven understanding of the creative process with a natural ability to facilitate the highest standards of professional practice and achievement. Must act from a deep respect for artists and designers, demonstrating commitment to their development.
- An established ability to advocate and appreciate faculty and student interests and concerns while also being able to cogently explain institutional issues and concerns in a broader context.
- An articulate and compelling spokesperson for the college who can garner support and advance KyCAD’s mission and reputation. An effective fundraiser capable of securing philanthropic funding.
- A passion for cultivating and encouraging regional identity by fully embracing the unique and powerful relationship between KyCAD and Louisville.

Education

The successful candidate will hold a terminal degree or its equivalent, preferably in the arts, art history, or arts education.

Process

A review of applications will commence immediately, continuing until the position is filled. Interested individuals are encouraged to submit their credentials as soon as possible for full consideration and **by December 15, 2016**. Complete applications should be submitted electronically and should include: a cover letter, a current resume reflecting work experience from college forward, and a list of names, telephone numbers, addresses, and email addresses for five professional references. References will not be contacted without the candidate's approval/consent.

Spalding University is an Equal Employment Opportunity/Affirmative Action employer. The university complies with all federal, state, and local equal employment opportunity laws. It is the university's policy not to discriminate against any individual or group of individuals and to provide equal employment opportunities to all qualified persons regardless of race, color, national origin, age, disability, religion, sex, pregnancy, sexual orientation, gender identity, marital status, military status, veteran status, or other protected status. All job offers are contingent upon successful completion of a pre-employment drug screening as well as a criminal background check.

Contact

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