DEAN, UNIVERSITY OF VIRGINIA
SCHOOL OF ARCHITECTURE

POSITION
SPECIFICATION
THE OPPORTUNITY

The University of Virginia seeks a strategic, collaborative, and high integrity leader to become the next Dean of the School of Architecture. Consistent with the legacy of the University of Virginia, the School of Architecture aims to educate the next generation of innovative leaders, thinkers, designers and makers who will not only engage the most difficult and complex challenges of our time, but also envision, design and build the most just, compelling, and courageous of futures.

Reporting to the Executive Vice President and Provost, the Dean will come into this role at a pivotal time and will continue to strategically move the School forward by building upon four strategic areas - Legacy, Impact, Engagement, and Innovation - that embody its values and help to shape the academic mission. Inherently multi-disciplinary, these focus areas aim to capitalize on the strengths of the School as a global leader in scholarly practice, sustained design excellence and reputation. The shared commitment to rigorous investigation and critical interpretation shapes the work of students and faculty across all disciplines, as well as the School’s robust public programming.

The next Dean will join the University at a time of change, opportunity, and a shared sense of vision. The University welcomed its ninth president, James E. Ryan, in August of 2018 and new provost in 2019, M. Elizabeth (Liz) Magill. This year also began the $5B Honor the Future Campaign. In 2019, to mark the School’s 100th anniversary, the Next100 campaign was launched with a goal of $65 million. The School received an anonymous bequest of $20 million which marked the largest gift in the School’s history. This gift will enhance excellence in scholarship and opportunities for global learning experiences.

THE ROLE

The University is seeking an exceptional, collaborative, and visionary leader with the experience, energy, and commitment to leverage the many opportunities before the School and guide its continued growth and success. We seek a leader who can advance the mission and to build upon the School’s unique qualities that provide a competitive advantage among Schools of Architecture. Reporting to the Provost, The Dean will leverage all of their experience to provide leadership and is responsible for all matters relating to the administration of the School including academic affairs, personnel, fiscal management, institutional advancement, alumni engagement, and fundraising.

The Dean will continue to raise the profile of the School by promoting excellence in educational programs and impactful research of the highest caliber.

Strategy and Vision

- The Mission of the School of Architecture is to advance excellence in architecture, architectural history, landscape architecture, and urban & environmental planning through exceptional research, scholarship, teaching, and design practices. The Dean will collaborate with faculty, staff, students, and other members of the A-School community, building upon the School’s successes and identifying strategic priorities that leverage its distinct multidisciplinary strengths. The next Dean will provide visionary leadership in a time when the higher education landscape is shifting, and innovation is especially critical for schools and colleges of Architecture. This leadership will continue to position the School competitively, nationally, and internationally to attract the best students at the undergraduate and graduate levels.
Inclusion + Equity

- A key tenet of the University’s recently completed strategic plan is ensuring that students, faculty, and staff will reach their full potential and thrive as part of the University community. Through the coordinated efforts of faculty, staff, students, and alumni, the School of Architecture is committed to working together to build, promote and sustain a culture of inclusion and equity within and beyond its walls. The Dean will commit to advancing diversity, equity, and inclusion, working to ensure that all students, faculty, and staff are welcomed, valued, and respected.

- The School’s Inclusion and Equity Plan was crafted in the academic year 2017-18 by a committee of faculty, staff, and students and continues to evolve through discussion with committed alumni, enabling continued identification of needs, priority goals, and actions to directly address these needs. Current priorities include increasing diversity in faculty hiring, establishing an Associate Dean for Inclusion + Equity, expanding student mentoring and support, recruiting and supporting a more inclusive student body, and enhancing social justice-based pedagogy, among others.

- The Dean will bring a sophisticated understanding of and practical experience with initiatives designed to enhance and promote a culture of inclusion and equity. The Dean will work alongside other leadership to implement the university-wide vision for racial equity. Core to this is the belief that Democracy is both a right and a responsibility and should include the fundamental principles of accountability, educational access, expression of differences and inclusive governance.

Fundraising

- The Dean will take an active and enthusiastic role in fundraising, in close collaboration with University Advancement, School of Architecture staff and Foundation Board, alumni and with the support of the School of Architecture’s development team. The Dean will work to continue to cultivate relationships with alumni, institutional supporters, corporate partners, and other key constituencies, articulating the School’s priorities to them in a compelling way. Building on the School’s strong track record of fundraising success, the Dean will generate significant financial support that contributes to the growth of the endowment, including critical support for student scholarships, professorships, research labs, and the Campbell Hall expansion project. With a $65M goal, as part of the School’s Next100 campaign, the Dean should expect to devote a substantial amount of time to fundraising as part of the $5B Honor the Future Campaign.

Leadership and Relationship Building

- The Dean will promote and serve as an example of collaboration and cooperation, while serving as an example of these values as an energetic, positive, and inspiring leader. The Dean will continue to build partnerships with other schools and units both within and outside of UVA, connecting with students, alumni, faculty, and the broader university community on an ongoing basis. To be most effective, the Dean should be a known and visible presence throughout the School and with UVA leadership and external constituents, embodying the ideals of trust, open communication, transparency, and collegiality.
Recruit, Develop and Retain Outstanding Faculty and Staff

- A distinctive feature of the School is a strong culture that fosters trust, collaboration, and collegiality among faculty across academic areas, and between faculty and staff. The Dean will be a standard-bearer for this culture and view the recruitment and retention of talent as a key institutional priority. The Dean will continue the School’s tradition of providing unparalleled support, mentorship, and professional development opportunities for faculty and staff across the School in all stages of their careers.

- The school’s faculty actively engage in design research, scholarship, and creative practice to create a community of learning and discovery. Several faculty conduct research through associated research institutes to enhance collaboration across the university, with other universities, and with the community, government, and industry. The dean will work with faculty to expand research opportunities and capacity at the school for faculty and students.
CANDIDATE PROFILE

The ideal candidate will be an accomplished academic with a strong record of scholarship who possesses significant leadership experience in a school of architecture, design, or the built environment. Distinguished leaders from professional practice or other relevant backgrounds who value academic teaching and research also will be considered. The next Dean will have experience defining a targeted strategy for distinction within a crowded education field, setting and achieving meaningful goals through strong operational, financial, and interpersonal skills. The successful candidate will recognize the value of UVA School of Architecture’s history, unique culture, and a strong sense of community.

- A demonstrated understanding of the current realities facing undergraduate and graduate architecture and design education, including a nuanced understanding of the critical challenges facing the field in coming years.
- Previous experience in the creation and implementation of a strategic plan and a demonstrated record of managing innovation and leading an organization toward a shared vision.
- Demonstrated commitment to building a welcoming, inclusive, and equitable community for faculty, staff, and students, where all people can thrive.
- Deep experience and success in recruiting, retaining, and developing talent. Significant management experience and a style that is adaptive, inclusive, and views faculty, staff and students as engaged participants.
- Experience and enthusiasm to be an exceptional relationship-minded fundraiser. Candidates should demonstrate that they are able to identify, engage, and excite prospective donors who have an interest in supporting and helping to shape the School’s core teaching, research, and service missions.
- Accomplished administrator with significant experience in a leadership role, preferably in a university setting, with an ability to partner across the institution. Demonstrated fiscal responsibility and business sense with a deep understanding of university finance and budget models.
- PhD or advanced professional degree; a record of successful scholarship, exemplary teaching, significant research contributions, practice, and/or other achievements to qualify as a full professor in one of the academic areas within the School.

INTERPERSONAL CHARACTERISTICS

- Exceptional personal and professional integrity;
- Thoughtful, transparent, and collegial;
- Collaborative within, and across, organizational boundaries;
- Excellent verbal and written communicator;
- Humble;
- Courageous, resilient and disciplined;
- Actively listens and learns;
- Ability to influence at all levels;
- Inclusive, encourages different points of view, deals effectively with conflict;
- Engaging and positive energy.
UVA SCHOOL OF ARCHITECTURE

UVA School of Architecture has a strong record of innovative interdisciplinary collaborations with academic units across the School’s four departments, Architectural History, Architecture, Landscape Architecture, Urban and Environmental Planning, and across the University. The School includes a student body of 271 graduate students, 361 undergraduate students, 61 faculty and 34 staff. It offers three undergraduate degree programs, four graduate degree programs, two dual degree programs in collaboration with the School of Law and the Frank Batten School of Leadership and Public Policy, and a PhD program in the Constructed Environment. Faculty in Architectural History also participate in the Art & Architectural History PhD program. Additional dual degrees within the graduate-level programs and minors also are offered. UVA School of Architecture also provides graduate students with unique opportunities to enhance their degrees through multi-disciplinary initiatives and graduate certificates. Curricular programs in development include a Real Estate Certificate program at the graduate level and a new Master of Urban Design Program that will begin enrolling students for the Fall semester of 2022. In 2013, the School established the PhD in the Constructed Environment, a now thriving multi-disciplinary program enhancing scholarship, knowledge creation, and disciplinary bridges within the University and beyond. The School strives to move the next century of architectural education by living its values, advancing the academic mission, and ensuring its impact as proactive agents of change in relation to the conception and design of our collective future.

UVA School of Architecture is committed to the creation of a more just and inclusive future. In 2017, the School of Architecture’s Inclusion + Equity Committee began work on a wide-ranging plan of action, motivated by our commitment to the University as a space for cultivating democracy and dedicated to “the sustained, critical rethinking of our institutional policies, practices, and structures.” Over the past three years, the School has made significant progress, including organizing Project Pipeline: NOMA Architecture Mentorship Program, hosting the first Inclusion + Equity Open House, supporting the founding and leadership of the UVA Equity Center, and launching the new Diversity, Equity and Inclusion Scholarships, named in honor of the School of Architecture’s first African American graduates. In the last five years, at the undergraduate level, the total of first generation-college students has doubled, while the incoming class of underrepresented minorities has tripled.
In 2019, UVA School of Architecture’s graduate programs in Architecture and Landscape Architecture rose in Design Intelligence rankings of “Most Admired Schools”, with Architecture moving up to No. 11 (from No. 18 in 2018) and Landscape Architecture jumping up from No. 7 to No. 5 for 2019-2020. UVA’s Architecture and Landscape Architecture programs were both ranked No. 2 in 2019 (from No. 13 in 2018 for Architecture) among peer schools with a similar number of graduates for “Most Hired From Architecture Schools” and “Most Hired From Landscape Architecture Schools”, behind No. 1, Yale University (Architecture) and No. 1, Louisiana State University (Landscape Architecture), respectively. UVA’s Landscape Architecture program also ranked especially high in specific focus areas: Design Theory and Practice (No. 3); Research (No. 3); Interdisciplinary Studies (No. 4); and Sustainable Built Environments/Adaptive Design/Resilient Design (No. 4).

The School of Architecture Foundation, Alumni Advisory Board, and Young Alumni Board exist to support and foster the study and teaching of architectural history, architecture, landscape architecture, and urban and environmental planning, and to aid, strengthen, and extend the work, services and objectives of the School of Architecture.

For additional information about the UVA School of Architecture and its programs, please visit https://www.arch.virginia.edu
THE UNIVERSITY OF VIRGINIA

UVA was founded by Thomas Jefferson in 1819 to advance human knowledge, educate leaders, and cultivate an informed citizenry. Today, U.S. News & World Report consistently ranks UVA in the top public universities. In the almost 30 years since U.S. News began ranking public universities as a separate category, UVA has always ranked among the top three. The University of Virginia continues to place among the top 30 of the nation’s public and private universities combined.

The University of Virginia is a thriving and diverse global community of nearly 54,000 students, faculty, and staff. University students hail from virtually every state in the nation, and 111 countries and nearly quarter-million alumni around the world actively support UVA’s mission to serve the greater good. For more information about UVA, visit - https://www.virginia.edu/.

CHARLOTTESVILLE

Situated in the mountains and near the Shenandoah National Park, Charlottesville is an excellent location for those who enjoy outdoor activities such as hiking, backpacking, fishing, mountain biking, skiing, golf, tennis, and white water rafting. In addition to Charlottesville’s stunning natural beauty, it is defined by a vibrant community that is strengthened by the University and University-related activities. Charlottesville brings together the best of many worlds, offering livability and community found in smaller cities with the amenities and cultural attractions of a metropolis.

Some Charlottesville local and regional highlights include:

<table>
<thead>
<tr>
<th>Chamber Music Festival</th>
<th>UVA Drama Productions</th>
<th>John Paul Jones Arena</th>
<th>UVA Fralin Museum of Art</th>
</tr>
</thead>
<tbody>
<tr>
<td>Charlottesville Symphony</td>
<td>Heritage Theatre</td>
<td>Paramount Theater</td>
<td>Jefferson School African American Heritage Center</td>
</tr>
<tr>
<td>The Front Porch</td>
<td>Charlottesville Opera</td>
<td>Virginia Festival Of The Book</td>
<td>Monticello</td>
</tr>
<tr>
<td>“Fridays After 5”</td>
<td>Virginia Film Festival</td>
<td>Tom Tom Founders Festival</td>
<td>Highland</td>
</tr>
</tbody>
</table>

Charlottesville is in close proximity to major centers of the arts. Just a two-hour drive north, Washington DC houses the collections of the National Gallery, the Hirshhorn Museum, the Phillips Collection, the Freer and Sackler Galleries, the Corcoran Gallery of Art, the Smithsonian American Art Museum, the National Museum of African American History & Culture, as well as the museum and library at Dumbarton Oaks. Baltimore is three hours away and offers the Baltimore Museum of Art and the Walters Art Gallery. Just one hour east in Richmond is the Virginia Museum of Fine Arts, one of the few state-sponsored art museums in this country, with an impressive collection focusing on ancient, medieval, Renaissance, American, and modern French art.

For more information visit https://www.visitcharlottesville.org & https://www.virginia.edu/life/charlottesville
TO APPLY OR NOMINATE

To learn more about this opportunity, please visit –
https://executivesearch.virginia.edu/search/dean-school-architecture-0.

Applications should include a letter of interest and resume. The search will be carried out with full confidentiality. To apply, forward materials to architecture_dean_search@virginia.edu.

UVA’s Executive Search Group (ESG), an internal search firm in the President’s Office, is assisting in the recruitment of the next Dean of the School of Architecture. Confidential inquiries and nominations should be directed to Nalini Turner, Managing Director, UVA Executive Search at Naliniturner@virginia.edu or Susan Gaines, Senior Search Consultant, UVA Executive Search at sht2n@virginia.edu.

The University of Virginia is fundamentally committed to the diversity of our faculty and staff. We believe diversity is excellence expressing itself through every person’s perspectives and lived experiences. We are equal opportunity and affirmative action employers. All qualified applicants will receive consideration for employment without regard to age, color, disability, gender identity or expression, marital status, national or ethnic origin, political affiliation, race, religion, sex (including pregnancy), sexual orientation, veteran status, and family medical or genetic information.