

## MICHIGAN STATE UNIVERSITY

Founded in 1855, Michigan State University is an innovator in research, teaching, and extension of knowledge. The University was established to ensure higher education was broadly available for the benefit of the public good while serving as a model for the Morrill Land-Grant Colleges Act of 1862. MSU has evolved into a world-class university, offering a full spectrum of programs that attracts gifted professors, staff members, and students. The University is part of the Big Ten Conference and, since 1964, has been one of 62 members of the prestigious Association of American Universities.

MSU enrolls approximately 50,000 students, including 10,800 graduate and professional school students. The University employs more than 12,000 faculty and staff members. MSU's students come from 82 of 83 counties in Michigan, each of the fifty United States, and more than 130 other countries. Underrepresented minorities comprise 25.9 percent of the student body, and 8.3 percent of the student body are international students. MSU has an alumni network nearly half a million strong.

The 5,600 MSU faculty members are the driving force behind the University's growing reputation as a national leader in research and development. A significant number have received national and international recognition, including membership in the National Academy of Sciences, the National Academy of Education, and the American Academy of Arts and Sciences. Many have received Dreyfus, Fulbright, Guggenheim, MacArthur, Sloan, and other awards. The University's annual research expenditures are over \$713 million across a very broad range of areas of study.

MSU's East Lansing campus boasts 538 buildings, including 95 academic buildings, spread across 5,200 acres with 2,100 more acres in existing or planned development. The University owns approximately 19,600 additional acres throughout Michigan for agricultural and natural resources research and education. MSU offers students more than 440 programs of undergraduate, graduate, and professional study. The University has emerged as a leader in global education and ranks in the top ten for education abroad participation and international student enrollment with more than 140 countries represented. It also ranks sixth in the country among large universities for producing Peace Corps volunteers.

In 2019, an inclusive strategic planning process was launched. This work involved the entire Spartan community – students, faculty, staff, alumni, donors and the Board of Trustees. Through this work, the Michigan State University Strategic Plan 2030 plan and the Diversity, Equity, and Inclusion (DEI) plan were created. These plans provide a framework to focus the institution's resources and energy and will be used to align planning across units and among leaders.

Michigan State University occupies the ancestral, traditional and contemporary lands of the Anishinaabeg – Three Fires Confederacy of Ojibwe, Odawa and Potawatomi peoples. The university resides on land ceded in the 1819 Treaty of Saginaw.





As a public, research-intensive, land-grant university funded in part by the State of Michigan, our mission is to advance knowledge and transform lives by:

- Providing outstanding undergraduate, graduate, and professional education to promising, qualified students in order to prepare them to contribute fully to society as globally engaged citizen leaders.
- Conducting research of the highest caliber that seeks to answer questions and create solutions in order to expand human understanding and make a positive difference, both locally and globally.
- Advancing outreach, engagement, and economic development activities that are innovative and researchdriven and that lead to a better quality of life for individuals and communities, at home and around the world.

The MSU Mission Statement was approved by the Board of Trustees on April 18, 2008.



#### **TOTAL FALL 2022 ENROLLMENT:**

50,023

Undergraduate: 39,201

Graduate: 10,822

#### **TENURE TRACK FACULTY**

1,900

NON-TENURE TRACK FACULTY AND ACADEMIC STAFF

3,700

SUPPORT STAFF

7,300

**ALUMNI WORLDWIDE** 

634,300

**CAMPUS ACRES** 

5,300

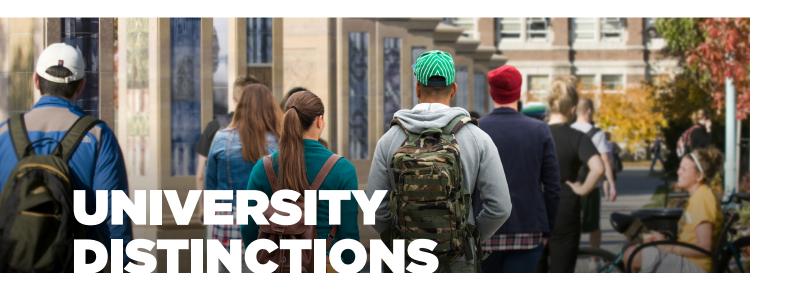
2,100 acres in existing or planned development and 19,600 acres owned throughout Michigan

**ENDOWMENT** 

\$3.4 BILLION

**ANNUAL RESEARCH SPENDING** 

\$715 MILLION



- MSU has 40 academic programs ranked in the U.S. News & World Report top 25.
- MSU ranks No. 23 among public research universities and No. 48 overall among the 443 research universities included in Washington Monthly's 2022 College Ranking. Ratings are based on a school's contribution to the public good in three broad categories: social mobility, research, and service.
- MSU ranks No. 2 in the U.S. and No. 33 in the world in the Times Higher Education Impact Ranking, measuring how well universities are meeting the United Nation's Sustainable Development Goals.

- Times Higher Education ranks MSU among the top 100 global universities in its World University Rankings 2022.
- MSU ranks No. 31 among public universities and No. 77 overall in U.S. News & World Report's America's Best Colleges 2022-23.
- MSU continues to place highly in the student engagement categories as measured by U.S. News & World Report. MSU's learning communities rank No. 4 overall and No. 1 among public institutions for the fourth year in a row. Education abroad is also top ranked among public four-year institutions, and service-learning ranks second among public institutions.

## DIVERSITY AND INCLUSION

Michigan State University is guided by values that are embedded in its rich heritage as a leading land-grant university and its current position among the best universities in the world. MSU takes great pride in its diversity, and among its foremost values is inclusion.

Inclusion benefits MSU scholars who advance knowledge by exploring the vast range of questions that result from our differences. It benefits employees by creating a stronger work environment that draws on various points of view. And it benefits students by enriching their learning experiences and better preparing them to function as effective citizens.

Valuing inclusion means providing all who live, learn, and work at the university the opportunity to actively participate in a vibrant, intellectual community that offers a broad range of ideas and perspectives. Spartans embrace the opportunity to learn from each other and welcome a full spectrum of experiences, viewpoints, and intellectual approaches that enrich the community and our society.

Among its 2022 fall semester student body of 50,023 students, there are 12,165 MSU students of color, and women comprise 53 percent of all enrolled students.



socialscience.msu.edu



THE COLLEGE OF

## **Social Science**



### **VISION**

Our science transforms the human experience and inspires leaders.

### **MISSION**

We will be global leaders in top-tier research while advancing engaged learning and societal well-being.

### **VALUES**

#### **QUALITY**

We hold ourselves to the highest standards to achieve lasting influence.

#### **INCLUSIVENESS**

We foster a culture in which all individuals are valued, respected, and engaged so that diverse voices can enrich our work.

#### CONNECTIVITY

We link with campus and external communities to leverage our strengths and collectively realize our shared goals.

#### **INTEGRITY**

We are honest, transparent, and courageous in our discovery and dissemination of knowledge.

#### **CREATIVITY**

We imagine innovative approaches to understand and improve the world.

#### **EMPOWERMENT**

We equip individuals and communities to make informed and just decisions.

## SOCIAL SCIENTISTS AT A GLANCE

The College of Social Science faculty, staff, and students use science to transform the human experience and inspire leaders. 301 tenured and tenure-stream scholars and 253 fixed term faculty and academic staff engage in sustained research excellence that seeks to understand and solve the world's toughest problems. Approximately 150 support staff perform tasks essential to the operation of the College that include budget and personnel operations, communications, lab operations and research, and various clerical and administrative roles.

The College offers more than one-fifth of the credit hours at the University at both the undergraduate and graduate levels, including 32 undergraduate majors, 23 interdisciplinary undergraduate minors, 24 graduate or graduate professional degrees, eight graduate specializations, and 15 graduate certificate programs, both for credit and noncredit. More than 5,000 undergraduate and 1,400 graduate students are enrolled in eight departments, four schools, and five centers and institutes. Students acquire the communication and analytical skills needed to excel in complex and changing environments. Many of these programs are ranked in the nation's top 30, with three ranked in the top 10, including African history, industrial organization psychology, the criminal justice doctoral program and the criminal justice online master's program. The College community is the most diverse at MSU; nearly one in four undergraduate majors and one in five graduate students are under-represented minorities.







The College of Social Science offers extensive opportunities for scholarship in the social, behavioral, and economic sciences. Fields of study in the College prepare students to think critically, analyze thoughtfully, work cooperatively, and solve problems effectively. We also prepare all MSU students to be successful through our contributions to general education and the gateway courses required by degree programs outside of the College. With several nationally-ranked programs and graduating more Spartans than any other College at MSU, the College of Social Science boasts many points of pride.

#### **DEPARTMENTS**

Anthropology

**Economics** 

Geography, Environment, and Spatial Sciences

History

Human Development and Family Studies

Political Science

Psychology

Sociology

#### **SCHOOLS**

Criminal Justice

Human Resources and Labor Relations

Social Work

Urban and Regional Planning
(Jointly administered by College of Social Science and the College of Agriculture & Natural Resource)

### ADDITIONAL PROGRAMS OF ACADEMIC STUDY

Center for Integrative Studies

Chicano/Latino Studies

**Environmental Science and Policy Program** 

Global Urban Studies Program

To learn more about our Majors, Minors, Master's PhDs and additional programs, visit

#### **UNDERGRADUATE PROGRAMS**

socialscience.msu.edu/undergraduate/areas-study

#### **GRADUATE PROGRAMS**

socialscience.msu.edu/graduate/grad-programs

## CENTERS AND INSTITUTES

The College addresses a wide range of problems of society in the modern world by producing new knowledge through basic and applied research. Faculty conduct individual and collaborative research projects within their academic departments and schools as well as through research centers, institutes, and <u>thematic areas</u>. We also have college teams working on various topics through <u>1855 professorships</u>.



Anti-Counterfeiting & Product Protection Center



Center for Global Change & Earth Observations



Institute for Public Policy & Social Research



**Institute of Public Utilities** 



Women's Leadership Institute

MATRIX: The Center for

**Humane Arts, Letters & Social Sciences Online** 





The College of Social Science at Michigan State University is home to more than 450 of the world's best researchers and instructors. The complexity and scale of societal challenges demand agile and rigorous solutions that can emerge only through exceptional research, teaching, and collaborations across departments, colleges, and the globe.

The intellectually diverse faculty are nationally and internationally recognized for the importance of their achievements in research and teaching. Our faculty teach, advise, and mentor in the College that confers the largest number of degrees in the university. Our faculty include over 25 Fulbright Scholars since 2010, Trustee-named University Distinguished Faculty, and multiple endowed chairs. Our diverse scholarship is published in the most significant social science journals. In 2021, our faculty published more than 760 articles and 22 books. Our faculty hold positions of editors or associate editors on 62 peer reviewed journals.

In 2021 College researchers generated \$32,035,352 in external grant funding from 100 different funding agencies and foundations. Those include the National Science Foundation, National Institutes of Health, National Aeronautics and Space Administration, the U.S. Department of Justice, and the Mellon Foundation.

Our faculty actively serve broader communities within and outside of the university. Faculty serve the policy community through institutes like the Institute for Public Utilities and the Institute for Public Policy and Social Research. The College is also home to the State of Michigan Climatologist. Our faculty are active in the broad MSU community with critical services like the Child Development Laboratories and campus-wide Financial Literacy workshops.

To learn more about our research, faculty books, grants and more visit socialscience.msu.edu/research.

## UNDERGRADUATE STUDENTS

The College of Social Science has more than 5,000 undergraduate students studying in 14 degree programs, with over 30 majors and 20 minors. Students in the College work side by side with world-renowned faculty on research and independent projects. Top freshmen can apply for the prestigious Social Science Scholars Program, which provides students with the opportunity to learn in a collective, discussion-based environment. Many students earn interdisciplinary minors that cross disciplines both within the College of Social Science and across colleges at MSU.

The College of Social Science students can learn all over the globe by participating in one of 95 study abroad and study away programs offered through the Office of Experiential Learning in the College. Study Abroad programs range from a month to a semester to an entire academic year and go to the Americas, Asia, Europe, Africa, and Australia. Study Away programs place students in exciting internships in cities such as Detroit, Flint, Honolulu, San Francisco, New Orleans, and Washington, D.C.. 92% of students in the College held an internship and/or research position as an undergraduate. In addition, the College provides many opportunities to engage in Service Learning and affect the East Lansing and surrounding communities.

Since 2002, the College of Social Science students earned the following prestigious scholarships:
Goldwater, 2; Rhodes, 1; Truman, 1; Marshall, 2;
Udall, 3; James C. Gaither Jr. Fellows Program,
1; Beinecke, 4; Boren, 1; and Mitchell, 2, with the
Rhodes Scholar, James C. Gaither Jr. Fellow
and Boren award being awarded during the
past academic year. Students leave the College
prepared for the next step. 91% of the College of
Social Science undergraduate students are working
in a full-time job or enrolled
in graduate school within six months of graduating.

Students have an active voice in the College of Social Science through the Dean's Student Advisory Council that meets regularly with the Dean.



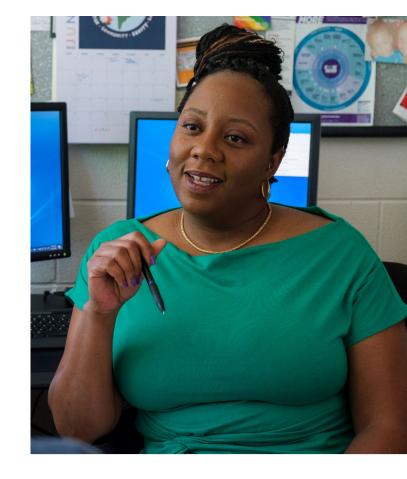
# **GRADUATE STUDENTS**

The College of Social Science has the second-largest enrollment of graduate students at MSU with nearly 1,300 graduate students enrolled in one of 24 graduate or graduate professional degree programs. About one-third of our graduate student body is comprised of doctoral students. The College also sponsors 15 graduate certificate programs ranging from Addiction Studies to Youth Program Management and Evaluation, as well as eight graduate specializations ranging from cognitive science to security management. Since 2018, the College's Early Start Program has brought 106 diverse doctoral students to campus early so they could begin working on research projects with faculty mentors. Initiatives like these helped increase enrollment of underrepresented graduate students so that nearly one in five students in the College comes from underrepresented backgrounds. Over 25 College of Social Science graduate students earned Fulbright Awards since 2010. Since the adoption of the 2017 Strategic Plan, the College has rapidly increased the quality of placements of the PhD students.

## ACADEMIC SPECIALISTS AND STAFF

In the College of Social Science, Academic Specialists are critical for advancing goals for student success and research productivity. Academic Specialists perform a range of critical duties: academic advising, curriculum development, teaching, research, and outreach. Our academic advisors are based in our departments and schools, and our advisorto-undergraduate-student ratio meets the National Academic Advising Association's recommendations. At the College-level, Academic Specialists are focused on study abroad and study away, student internships, service learning, student-success initiatives, undergraduate and graduate student career development, data analysis, and assessment.

In addition, the College's dedicated support staff are unionized and undertake budget and personnel operations, communications, lab operations, and clerical and administrative duties. The Social Science Dean's Staff Advisory Council meets regularly with the Dean and chooses the annual Matt Hansen Support Staff Award winner. This award was created to recognize support staff within the College who provide exemplary service and deliver an outstanding Spartan experience in fulfilling their job responsibilities.





MSU has 634,300 living alumni worldwide. The College of Social Science is not only one of the largest colleges on campus but also has the largest number of alumni with an estimated 150,000 living alumni worldwide. Our alumni can actively engage with our faculty and students through various programs including the Social Science Scholars, Social Science Week, the Women's Leadership Institute, the Blanchard Public Service Forum, and over seven alumni advisory boards.

### **DEVELOPMENT**

The highly successful *Empower Extraordinary Campaign* ran from July 1, 2011 to December 31, 2018:

- University goal was \$1.5 billion
- University raised just over \$1.8 billion
- College of Social Science goal was \$60,000,000
- College exceeded goal by 12%, raising \$66,998,364
- On average the College's annual goal is between \$8-10 million a year. FY 2018 was the best fundraising year to date, raising more than \$15 million.

Additional Campaign-Related Highlights:

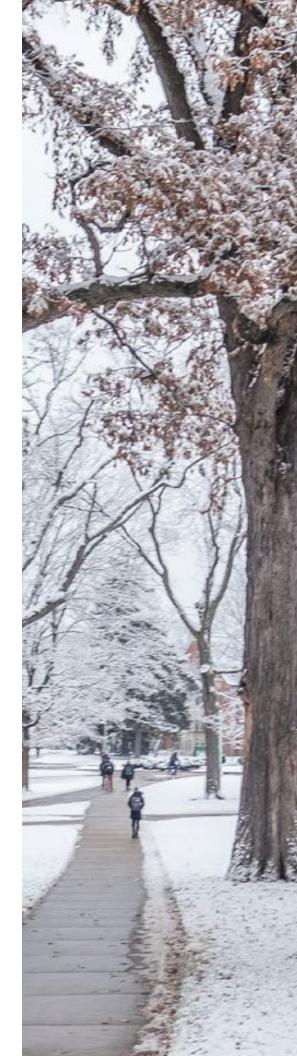
- On average over the course of the campaign, the College of Social Science recruited and actively engaged more than 130 alumni volunteers spread over seven development-focused advisory boards to assist the College in the Empower Extraordinary Campaign.
- Alumni volunteers were charged with: peer list reviews and uncovering other prospective donors, directly supporting the College through philanthropic giving, promoting the College and serving as ambassadors to its programs, and providing input and guidance as for the development of the College's strategic plan.
- The College increased the number of endowed faculty positions by five.
- An additional 132 endowments will support undergraduate scholarships, graduate fellowships, and other student related funds. The campaign raised a total of \$17,741,105 in student support.

# THE ROLE OF DEAN

Reporting to the Provost and Vice President for Academic Affairs, the Dean serves as the Chief Academic and Administrative Officer for the College and is responsible for the academic enterprise and management of its resources, physical facilities, and budget. The Dean will oversee tenure-track and non-tenure-track faculty and staff. The Dean is also a member of the University's Dean's Council. The College is home to over 450 faculty, researchers and instructors who are committed to over 6,880 undergraduate and graduate students and are nationally and internationally recognized for their teaching and research excellence in the social science disciplines. The Dean will have oversight of a roughly \$120M budget and College personnel totaling more than 1,000. As the largest College at Michigan State University, the College of Social Science is also home to the most diverse array of disciplines across campus and presents a significant opportunity for the new Dean to create interdisciplinary collaborations both within the college and with other key colleges. The Dean will be expected to provide strong leadership in research, teaching, and service with an emphasis on providing the best access and opportunities for graduation for every student, enhancing the scientific and scholarly endeavors of a powerful faculty, understanding and enhancing staff success and delivering on the land grant mission of service, outreach, and impact in the work. The social science disciplines have the power to transform lives and the MSU College of Social Science is poised to be a transformative leader in the world. The next Dean will lead these efforts, creating the circumstances for success.

Current direct reports to the Dean include:

- Senior Associate Dean for Research and Strategic Initiatives
- Associate Dean for Faculty Affairs
- · Associate Dean for Academic and Student Affairs
- Associate Dean of Diversity, Equity, and Inclusion
- Associate Dean for Graduate Studies
- Senior Director of Development
- Faculty Excellence Advocate
- Director of Marketing & Communications
- Chief of Staff
- Unit Chairs and Directors



# OPPORTUNITIES AND CHALLENGES FOR THE NEXT DEAN

## CREATE A SHARED VISION FOR THE COLLEGE TOGETHER WITH FACULTY

The new Dean will be a visionary leader capable of building bridges both between tenured faculty and teaching faculty and with deans of other colleges across campus to develop and support interdisciplinary partnerships. With a wide range of disciplines within the College, each unit needs to be recognized, supported and understood. Critical to their success will be the Dean's commitment to learning about these disciplines and the resources each department requires to be effective. Working closely with the University, and the College of Social Science's leaders and faculty, the Dean will define and articulate the vision for the future of the College and implement strategies that assure excellence, promote innovation and impactful national and international research and scholarship that generates knowledge and addresses societal challenges.

### MANAGING A COMPLEX ENVIRONMENT

The College of Social Science is one of the largest Colleges at the University with a complex array of Schools, Departments, and Professional Programs. The Dean will work to unite the varied disciplines, within a decentralized model, to establish continuity and achieve the objectives of the college and the larger goals of the University and identify opportunities for collaboration and partnership in research, funding, streamlining of processes, course offerings, outreach, and student engagement and success. The Dean will create platforms to achieve best practices in collaboration and innovation, pooling resources, and identifying expertise within the College for the benefit of all. Under the Dean's direction, the Chairs and Directors will have autonomy within individual units to make decisions necessary to advance. while centering those decisions on the larger cohesion and advancement of the College. The Dean will offer creative strategies, beyond the traditional, to address the challenges in higher education with a blend of accountability, innovation, and support for those within the College.



## FOSTER A CULTURE THAT VALUES AND ENGAGES ALL COLLEGE STAKEHOLDERS

The Dean will move the College forward by seeking input and valuing contribution from all constituents within and outside the College of Social Science. The Dean will communicate a clear sense of direction for the College: leverage the biggest asset of the College, its people; and empower the community to move forward in achieving the larger vision and goals of the College. The Dean will work to implement policy that has received input from the varied stakeholders within the College, building consensus and trust in policy decisions with a focus on talent development and retention. The Dean will lay the foundation for a stable vet flexible environment where value is placed on commitment and contribution and will work to create a culture that values the expertise and contributions of students, staff, academic specialists, alumni, and faculty.

## CULTIVATE A CULTURE OF HONESTY, TRANSPARENCY AND COLLABORATION

The dean will embrace an inclusive, collaborative approach to leading the college and will foster a culture of transparency, honesty and integrity.

### DIVERSITY, EQUITY AND INCLUSION (DEI)

The new Dean must possess a commitment to diversity in all its forms among faculty, staff and all constituents. The work of the University DEI Steering Committee over 18 months concluded in a plan designed as a framework of recommendations to improve the culture around DEI and collaborate with overall strategic planning efforts across the university. The four themes that emerged from the work of the committee are:

- Increase diversity
- Ensure equity
- · Promote inclusion
- Enhance outreach and engagement

The Dean will ensure the four DEI themes are embedded and meaningfully expressed in the academic and administrative units of the College of Social Science.

### FISCAL AND BUDGETARY MANAGEMENT

The Dean will understand sound fiscal management and various budget models as the University explores a new budget model. The new Dean will lead a transparent budgeting and forecasting processes for the allocation of funds in close partnership with the College leadership, seeking input from a wide variety of constituents. In addition, the Dean will be the chief fundraiser for the college and develop/lead a comprehensive strategy to increase funding opportunities and raise resources for the College that meets the needs and investment opportunities in the units.





The next Dean of the College of Social Science will possess a distinguished academic record that merits appointment as a tenured full professor at MSU in a College of Social Science discipline, including a record of sustained excellence in research, teaching, and service. The successful individual will have held progressively more responsible administrative appointments in comparably complex institutions and/or academic environments with experience and demonstrated competence in managing resources (budgetary/fund raising) and personnel. The successful individual will have an exemplary record of advancing initiatives in support of diversity, equity, and inclusion. In addition, the next Dean will have a deep appreciation for the role of the Social Sciences in solving humanity's most pressing challenges and a strong understanding of the varied approaches to scholarship and education across disciplines within the Social Sciences.

In order to lead the College of Social Science into the next decade, the new Dean will possess many of the following skills, qualities and experiences:

- Record of effective, stable and inspiring leadership and ability to develop and lead a vision that will expand the reach, impact, and international reputation of the College;
- Transparent, collaborative leadership style with a demonstrated ability to bring varied constituencies, both internal and external, together to support goals and objectives;
- Exceptional communication, advocacy, and relationship building skills;
- Established record of growing and supporting research excellence;
- Commitment and proven experience with DEI work that has shown promising results;

- Demonstrated ability to build bridges and pursue interdisciplinary partnerships with colleges across campus to identify connections and leverage new opportunities for faculty and students;
- Established record of supporting teaching excellence through innovation and training.
- Strong commitment to, and understanding of, quality undergraduate education, student success, student needs and concerns, student engagement and support initiatives, including those for historically underrepresented and underserved student populations;

- Strong commitment to, and understanding of, Social Sciences graduate education in all its forms (e.g. master's program, PhD programs and professional programs);
- Proven understanding of, and support for, Outreach activities and their fundamental role across varied social science research and teaching areas;
- Demonstrated fiscal stewardship with exceptional budgetary and academic financial acumen, including experience guiding units through difficult decisionmaking and identifying additional funding streams;

- Accomplishment in, and enthusiasm for, fundraising, building external relationships, and working with alumni;
- Experience with the promotion and tenure process and the ability to set high, equitable standards for faculty, and experience in managing complex personnel matters fairly and decisively.
- Entrepreneurial ability to identify and cultivate curricular and research opportunities across a wide range of disciplines, departments, and units; and
- Humor, patience, integrity, approachability, and skilled with managing uncertainty.



# INFORMATION FOR CANDIDATES

For full consideration, applications should be submitted between **December 20, 2022** and **January 30, 2023**.

The search committee will continue its work until an appointment is made. Candidates should provide:

- 1. A letter of interest that addresses specifically the leadership priorities described in the profile.
- 2. A current curriculum vitae.
- 3. A statement addressing how past/and or potential contributions to diversity and inclusion will advance MSU's commitment to inclusive excellence.
- 4. The names and contact information of five professional references including their relationship to the candidate. References will not be contacted without prior authorization from the candidate.

This position is posted for Internal candidates only. Application materials should be submitted through the MSU Applicant Tracking System (PageUp). Log in to the HR-EBS portal and click on the *Careers* @ *MSU* tile, reference job #836340.

Please direct inquires to the search committee co-chairs

Cameron Thies thiescam@msu.edu Tim Vogelsang tjv@msu.edu



MSU is an affirmative-action, equal-opportunity employer.



## OUR SCIENCE **TRANSFORMS THE HUMAN EXPERIENCE** AND INSPIRES LEADERS



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