



POSITION PROFILE
Dean of the School for Cultural and
Social Transformation
November 2022



THE INSTITUTION



The **University of Utah** (the U) is the state's flagship institution of higher education, with 18 schools and colleges, more than 100 undergraduate and 90 graduate degree programs, and an enrollment of more than 34,000 students. In 2019, the University joined the Association of American Universities, an invitation-only, prestigious group of 65 leading research institutions marked by excellence in academic expertise and research impact, student success, and securing resources in support of core missions, which are focused on serving the increasingly diverse student population at the U. In Fall 2021, domestic students of color accounted for more than 30% of the undergraduate population—up from 18% in 2009.

The U is located in Salt Lake City, one of the most dynamic and fastest-growing—economically and culturally—metropolises in the U.S. The city is uniquely situated to offer both unmatched outdoor and exciting urban experiences, with mountain vistas only a few steps away and vast red-rock desert landscapes within reach of a scenic afternoon drive. Additionally, the Utah Asia Campus was established in 2014 and is located in Songdo International Business District in South Korea. Students attending the Utah Asia Campus find the same world-class U.S. academic experience offered at the campus in Salt Lake City.

At the U, you'll find world-class research, education, and clinical care complemented by a lively social, cultural, and athletic campus experience. An unparalleled spirit of entrepreneurship, collaboration, and community service has enabled the U to innovate across fields, pioneer new programs with social impact, generate path-breaking discoveries, fuel critical research, and inspire innovative approaches to education.

President Taylor R. Randall became the 17th President of the University of Utah in August 2021, following a prior tenure as the dean of the University's David Eccles School of Business. Under his leadership, the Eccles School gained a national reputation as a place of innovation, garnering top 10 entrepreneurship rankings for both undergraduate and graduate programs. During his time as dean, the value of an Eccles School education increased dramatically. He established the First Ascent Scholars Program, which cultivates, encourages, and enables academically focused students with significant financial needs to attend the Eccles School. President Randall recently released his [strategic vision](#) for the University of Utah calling for increased enrollment to 40,000 students and an increase in research funding to \$1 billion. This plan emphasizes the collaboration between the main and health campuses at the University of Utah, which is referred to as "One U." Working together across campus will allow the U to meet the vision described by President Randall to accelerate the University's rise as it focuses on four overarching goals: student success, knowledge transfer, community engagement, and institutional vitality.

The U strives to be a model public university in delivering unmatched value in higher education and health care while making social, economic, and cultural contributions that improve the quality of life throughout the state, the nation, and the world. The U's reputation for excellence draws top-tier faculty and attracts motivated students nationally and internationally. Students bring diverse experiences and outlooks – representing traditional and nontraditional students alike – thereby enhancing the exceptional educational experience the U offers.

Learn more at utah.edu.



Leadership



MARTELL L. TEASLEY is Interim Senior Vice President of Academic Affairs and Provost. Appointed dean of the College of Social Work in 2017, Martell is in his second term as president of the National Association of Deans and Directors of Social Work. Martell was Professor and Chair of the Department of Social Work in the College of Public Policy at the University of Texas at San Antonio from 2012 until 2017. As the lead investigator on the Social Work profession's Grand Challenge to Eliminate Racism, his major research interests are African American adolescent development, school social work practice, and diversity in social work education. He is the former Chair of the Social Work and Disaster Recovery Program at Florida State University College of Social Work.

Dr. Teasley served in the U.S. Army for 10 years and participated in the First Persian Gulf War as a Licensed Practical Nurse. His education includes a Bachelor of Science in Psychology and a Bachelor of Arts in Sociology from Fayetteville State University in North Carolina in 1994. He received a Master of Social Work from Virginia Commonwealth University in Richmond, Virginia, in 1996, and his doctorate in Social Work in 2002 from Howard University, located in Washington, D.C.





THE SCHOOL FOR CULTURAL AND SOCIAL TRANSFORMATION

The School for Cultural and Social Transformation, known as Transform, was formed in 2016 through a merger of ethnic studies, gender studies, and disability studies. Today, Transform has expanded to also include Pacific Islands Studies. The School is focused on comprehensively examining the way bias, bigotry, inclusion, and equity are centered and thought about and providing cutting edge scholarship and critical interventions for a broader community.

Through combining innovative scholarship, coalition building, and practical expertise, Transform is revolutionizing the study of shifting sexualities, changing genders, dynamic immigrations, and emergent struggles against all racist thought and actions. Beyond the degree programs, minors, and certificate programs described below, students are prepared to read and think on these topics critically, thereby participating more thoughtfully in all their coursework and throughout their lives.

The Andrew W. Mellon Foundation, one of the most prestigious grantmaking foundations in the arts and humanities, has repeatedly recognized the dynamic excellence offered by Transform. In 2018, the School received a \$600,000 Mellon Foundation grant for its Pacific Island Studies Initiative which was renewed with a \$1 million grant in 2022. That same year, The Mellon Foundation separately awarded the School a \$517,000 grant, representing one of only five Mellon grants awarded to create an intersectional studies collective. Transform is almost completely unique amongst its peers in U.S. universities as a free-standing college for intersectional inquiry, the vanguard approach examining how the interlocking dynamics of how race, gender, sexuality, (dis)ability, and other critical entities intersect. With its critical mass of renowned scholars working at the forefront of this area, Transform hosted the inaugural Mellon Summer Institute for Intersectional Studies in the summer of 2022.

Transform is composed of two divisions:

- **Ethnic Studies** was officially established in 1973, on an interdisciplinary/interdepartmental basis with separate programs for Black, Chicano/a, and Native American Studies. An Asian Pacific American Studies program was added in 1989, an ethnic studies major degree was approved in 2011, and in 2016, the Ethnic Studies Program became the Division of Ethnic Studies now housed within the School for Cultural and Social Transformation. The unit's expertise lies in forging critical awareness and knowledge of racial and ethnic differences and how these have shaped the landscapes we all live in. This includes a focus on the distinctive social, political, cultural, linguistic,

and historical experiences of racialized groups in the United States. Utah's program is the only degree and tenure-granting ethnic studies division in the intermountain west, resulting in prominence across the country. *Degrees include a BA or BS in Ethnic Studies and minors in 1) African American Studies; 2) Indian American Studies; 3) Asian Pacific American Studies; 4) Chicana/o & Latina/o Studies; 5) Ethnic Studies.*

- **Gender Studies** is an interdisciplinary field that focuses on interactions of gender with race, class, sexual orientation, and nationality. In addition to its focus on the history and achievements of women, gender scholarship has inspired research and curricula that address men's lives, masculinity, and the lives of people who identify as gay, lesbian, bisexual, or transgender. Utah's Gender Studies Division offers a space for the study of a wide range of feminist thought and practices: theory and community-engaged learning; activism and professional development; lively debate and professional skill building. *Degrees include a BA/BS in Gender Studies and a minor in gender studies, as well as a gender studies graduate certificate.*

The School also includes two programs:

- The **Pacific Islands Studies (PI Studies) Interdisciplinary Certificate** provides students with training in the field of Pacific Islands Studies that can be integrated with their major. The course of study is designed to facilitate integrative learning, providing students with opportunities to make connections between their major and the *PI Studies Certificate* and to think critically and reflexively about complex problems and their contexts. The Certificate also provides students with opportunities to think globally, as the required courses offer broad historical and contemporary knowledge about the Indigenous Pacific and the global Pacific Islander diaspora. Overall, the goal is for students to grasp a more nuanced understanding of historical and contemporary concerns in Oceania as they relate to diasporic issues locally.
- **Disability Studies** is an interdisciplinary field that explores social, political, cultural, and economic factors that shape disability; considers the ways disability is understood and constructed across different historical moments, cultures, and nations; examines the intersectional relationships amongst disability, race, ethnicity, class, gender, and sexuality; and foregrounds the experiences and perspectives of disabled activists, scholars, artists, and thinkers. The Disability Studies Initiative at the University of Utah oversees an *undergraduate Disability Studies minor*, facilitates connections between campus faculty and staff who study or teach disability, and organizes disability studies lectures and events. The program has recently implemented new curricula and developed a campus-wide Universal Design and Access (UDA) Committee.

Student Profile and Experience

The majority of students connect with Transform offerings when they are well underway with their first major, declaring, on average, after four semesters of study. Students have overwhelmingly stated that a Transform degree is a great complement to a variety of majors across campus and most are double majoring in either the humanities and social sciences, fine arts, or health programs.

Quickly contributing to the quality of students' experience, Transform offers high-impact practices (HIPS) in the form of learning communities such as Diversity Scholars (providing belonging for students of color) and Gender Justice Scholars. These learning communities also have community-engaged learning (CEL) components, providing opportunities for students to work with community organizations and partners in their first year of study.

Many students use the foundation of their Transform degree to prepare for graduate programs in law, healthcare, medical school, physician's assistant, nursing, public administration, public policy, public health, social work, and business, along with many fields in humanities, arts, social science, education, and even STEM. Graduates work in nearly every industry, including government (Salt Lake's current mayor earned her Bachelor of Arts degree in gender studies) and non-profit organizations. Graduates report their Transform degrees honed their skills in leadership, equity, and dialogue, wedded to the ideas and histories that make these skills more necessary than ever.

There are currently 119 students majoring in Transform and a total of 98 students with minors.



Faculty Profile and Accolades

Transform faculty are predominantly from groups underrepresented in academia. Out of 33 faculty members, 24 identify as BIPOC, 20 as women, eight as LGBTQ, and one as disabled.

They are a prolific, accomplished, and highly recognized community of academics:

- According to *Academic Analytics*, the division of **Gender Studies** is ranked number two in the country for citations per faculty and article production and number five in terms of awards.
- With respect to “articles per author” and “citations per faculty,” the division of **Ethnic Studies** meets or exceeds standards set by the most highly recognized programs within peer institutions and exceeds several of them in terms of “federal grants-dollars per grant” (also based on *Academic Analytics* reports).
- The unique and highly regarded contributions of faculty in **Pacific Islands Studies** have resulted in a grant from the Mellon Foundation to develop a Center for Pasifika and Indigenous Knowledges. The University of Utah has been singularly chosen to partner with Harvard University’s Peabody Museum and Harvard’s Alumni for Oceania to offer two inaugural community-engagement fellowships for PI descendant people in Utah with projects that engage Harvard’s Oceania collection.
- Established in 2010, **Disability Studies** offers one of the most robust minors in the country, led by award-winning scholars, including one who received the 2020 Irving K. Zola Award for Emerging Scholars in Disability Studies.
- In its entirety, faculty is frequently recognized through university-wide awards, which, over the last five years, have included:
 - Distinguished Professor
 - Presidential Scholar
 - Four University Distinguished Teaching Awards
 - Two University Distinguished Scholarly and Creative Research Awards
 - The Distinguished Faculty Service Award
 - Two Bennion Center Public Service Professorships
 - A University Professorship
- Faculty have also won a variety of national prizes and fellowships including:
 - The Katrin H. Lamon Fellowship from the School for Advanced Research
 - A Ford Foundation Fellowship
 - The Modern Language Association’s Scarborough Prize for Best Book in African American Literature
 - The American Sociological Association’s Best Book Award on Asian America
 - The Irving K. Zola Award for Emerging Scholars in Disability Studies
 - Harvard University’s Cohen Fellowship in African American Studies

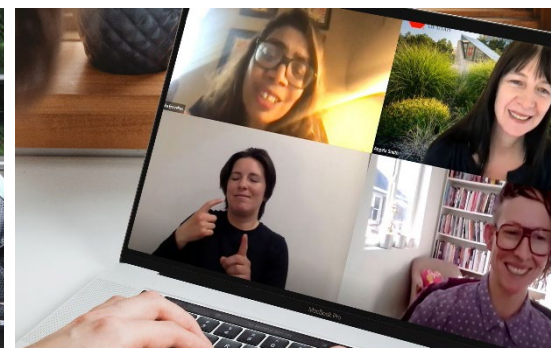
Being a free-standing college for intersectional inquiry makes Transform almost completely unique amongst its peers in U.S. universities. Transform’s faculty represents joint appointments that have spanned five different colleges, so the very structure of the School has made it nationally visible, notable, and lauded among gender, ethnic, disability, and Pacific Islands studies programs.

Location

Transform is located in a beautiful space within [Gardner Commons](#), the U’s centrally-located, largest undergraduate academic building consisting of 35 classrooms, collaborative space, research space, and faculty offices. As a central hub for daily undergraduate life, the Commons is home to the College of Social & Behavioral Sciences, 15 departments and institutes, as well as a consolidated center for student advising, the University Welcome Center, and a 150-seat café/study zone with four food venues and integrated study lounge seating on the main level. The Commons, which were designed with numerous sustainability features including the first and only geothermal ground-source heat pump on campus, is a unique facility where students and faculty can collaborate in an open setting, and where ideas rooted in an interdisciplinary environment can blossom and flourish.

For more information about the School [click here](#).





THE OPPORTUNITY

Dean of the School for Cultural and Social Transformation

The Position

The University of Utah invites nominations and applications for the position of Dean of the School for Cultural and Social Transformation. The Dean will be a tenured professor serving as the College's chief academic and administrative officer. Duties include overseeing academic programs, fundraising, recruiting/retaining outstanding and diverse faculty, staff, and students; collaborating with other Deans and leaders across colleges; and communicating within the University, and to the greater community, the goals and achievements of the College. The ideal candidate for this role will be well-connected within their field and active in professional associations, with broad interdisciplinary connections.

The Dean will serve a five-year renewable term and will report to the Senior Vice President for Academic Affairs/Provost. This is an exciting time to join the University of Utah as the Dean of the School will be part of a large cohort of new senior leadership, including a new president, provost, and several academic deans.

The University of Utah seeks a dynamic academic administrator with a proven ability to lead academic departments who embodies a philosophy that embraces and supports students of all backgrounds in the rapidly changing world of higher education.

Responsibilities

- Serving as the chief academic officer of the School;
- Providing leadership for strategic planning, including developing and enhancing the School's academic programs;
- Overseeing School advancement, including development, marketing, and communications, donor cultivation and fundraising, and alumni relations;
- Recruiting outstanding, inquisitive, and diverse students to Transform, facilitating equitable and just access to degree programs for all students, continuing and expanding enrollment growth and interest in the School's majors and programs;
- Overseeing recruitment, supervision, professional development, and retention of strong and diverse faculty and staff;
- Promoting an environment where equity, diversity, and justice are fostered accountably throughout the teaching, research, and service activities of the School;
- Ensuring continued accreditation and state approvals;
- Supporting faculty research and the related development required to ensure continued, strong contributions in this area;
- Promoting and facilitating interdisciplinary programming and collaboration between the two divisions and two programs as well as between Transform and the broader University;
- Managing the School's budget and staff;
- Participating in University governance, including service on standing and ad hoc committees, and representing the School to external constituencies.

Required Qualifications

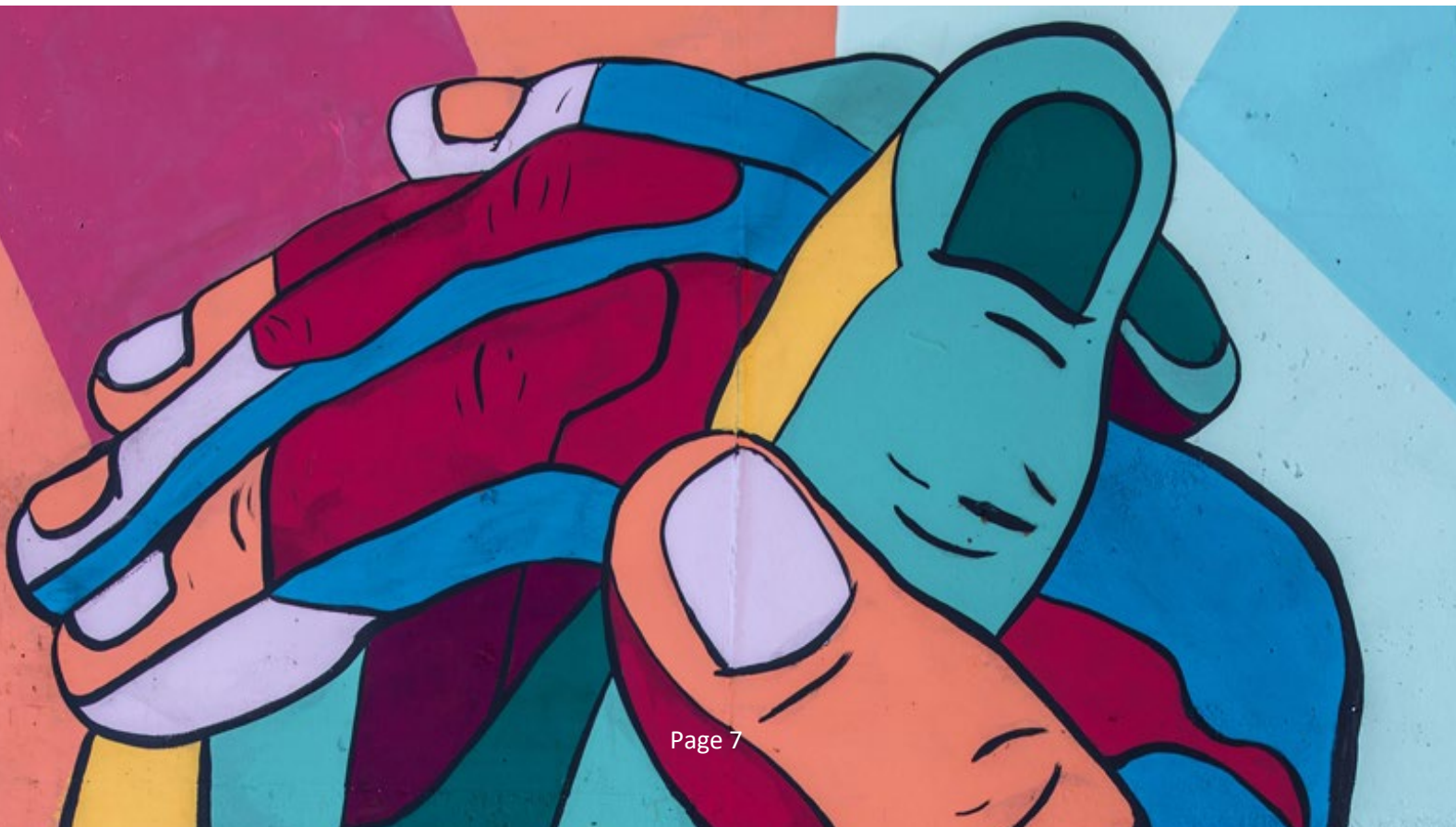
The successful candidate for this position will possess:

- A terminal degree in a discipline appropriate for leadership of the School.
- An achieved rank of associate or full professor and evidence of the ability to meet the professional requirements of a tenured position in the School.
- A demonstrated record of cutting-edge social change work informed by a wide base of scholarship and an ability to be conversant across all Transform disciplines.
- A minimum of five years in a related leadership role within higher education with management experience in strategic planning, change management, budget oversight, human resources, and the promotion of diversity, equity, and inclusion initiatives.
- A commitment to fostering a diverse educational environment and an ability to work across a variety of diverse entities and navigate differing opinions, perspectives, and politics to inspire collaboration and advance the work of the School.

Desired Skills and Attributes

The successful candidate will provide evidence of possessing many of the following experiences, skills, and attributes:

- A commitment to developing and promoting innovative practice in the field, including research, design, community engagement, and technology.
- A commitment to shared governance, transparency, and open communication.
- A record of overseeing growth and development in academic programming, including the promotion of innovative and best-practice educational delivery models and processes.
- Experience managing academic units, including identifying, recruiting, and retaining distinguished and diverse faculty.
- Experience developing and deploying strategic initiatives to advance high-quality research and research funding.
- A record of developing forward-thinking strategies for identifying new sources of revenue and fundraising.
- A track record of leading or participating in interdisciplinary design initiatives, projects, or programs and working across entities to eliminate silos and transform entrenched structures.





PROCEDURE FOR CANDIDACY

Confidential review of applications will begin immediately and continue until the position is filled; **parties who apply by January 2, 2023 will be given first consideration.** Please submit 1) a CV that includes the scope and scale details for your related roles 2) a cover letter addressing how your experience aligns with the qualifications, your record of success, and your particular interest in this role and 3) a diversity statement (maximum two pages) that addresses the ways in which your personal and professional philosophy and related record as a leader aligns with the University's "[4 Pillars to Lead to Equity](#)" and demonstrates your ability and willingness to embrace and advance this mission.

All applications and nominations will be held in confidence. To apply online, go to:

<https://theapplicantmanager.com/jobs?pos=su326>

For more information or to offer recommendations or nominations:

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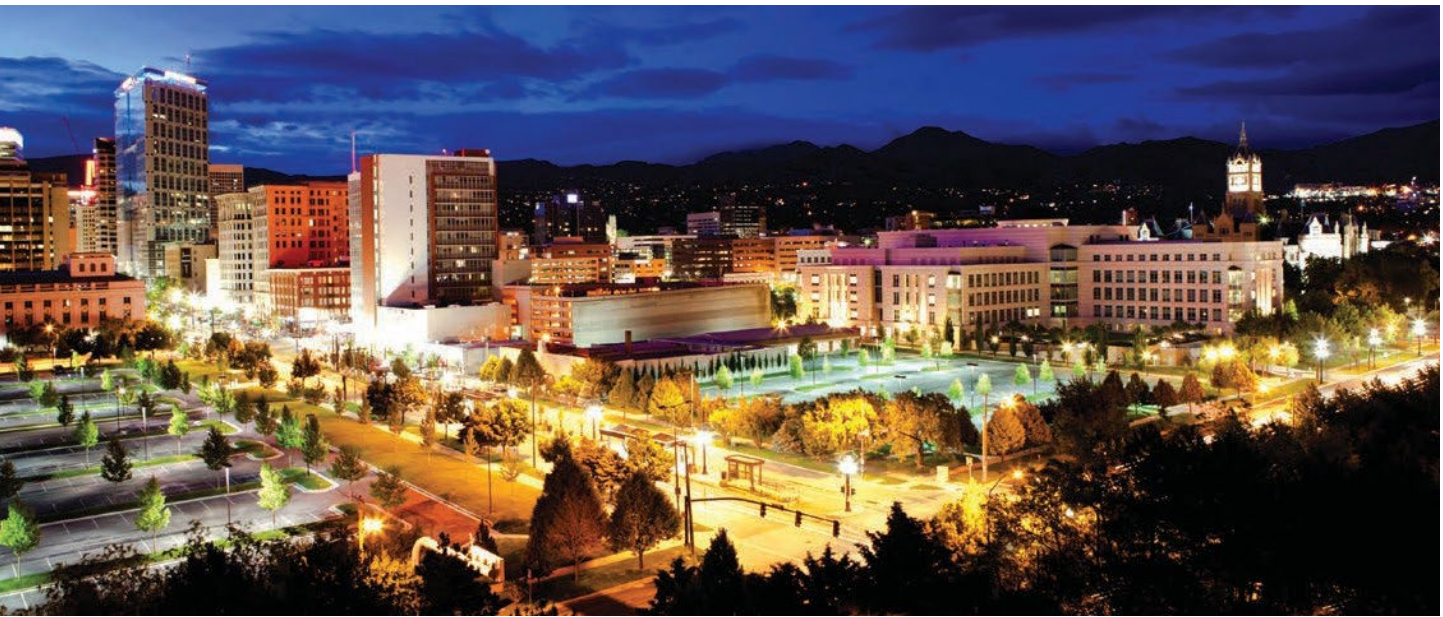
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The University of Utah is an Affirmative Action/Equal Opportunity employer. Upon request, reasonable accommodations in the application process will be provided to individuals with disabilities. Please contact the Office of Equal Opportunity and Affirmative Action, 201 S. Presidents Circle, Room 135, (801) 581-8365 (V/TDD), for further information or to request an accommodation. The University of Utah is committed to diversity in its workforce. Women and minorities are encouraged to apply.



[Summit Search Solutions, Inc.](#) is a boutique executive search firm dedicated to serving the education and nonprofit sectors nationwide. Summit has a team of experienced recruiting consultants in strategic locations across the country including California, Kansas, Maryland, New York, North Carolina, and Utah.

SALT LAKE CITY, UTAH



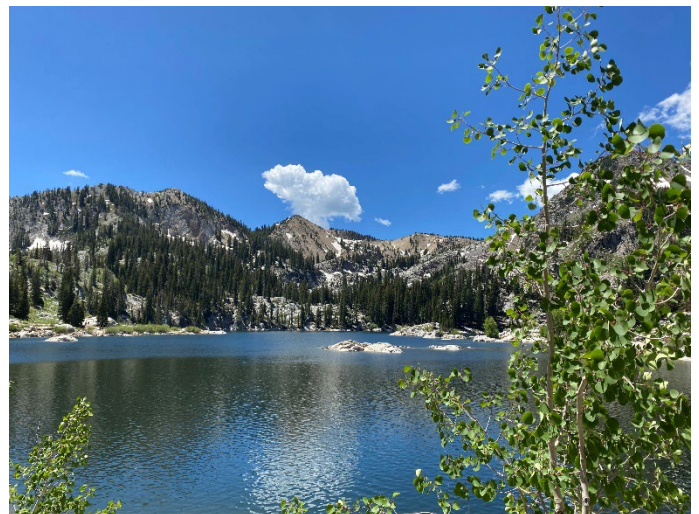
Along the east bench of Salt Lake City, the University of Utah is nestled into the foothills of the beautiful Wasatch Mountains. At the edge of campus – which encompasses the state arboretum – a natural stream winds its way through Red Butte Garden and a well-maintained hiking and biking trail crosses paths with the Natural History Museum of Utah.

Salt Lake City offers a spectacular mix of city life and nearby natural solitude, with plenty of family-friendly activities throughout Utah’s four lovely seasons. Utah’s capital city has an increasingly diverse population of approximately 199,700 (over 1M in the greater metropolitan area) and has become a welcoming destination city for refugees, fostering an exceptional variety of diverse community cultural events.

Visitors are greeted by warm, friendly people, clean streets, and a relaxed but active atmosphere. Walkable and bike-friendly neighborhoods lend to the safe, small-town feel of one of the 50 largest metropolitan markets in the U.S.

“Salt Lake City has the feel of both a larger city and a smaller community” –DR. JASON CASTILLO

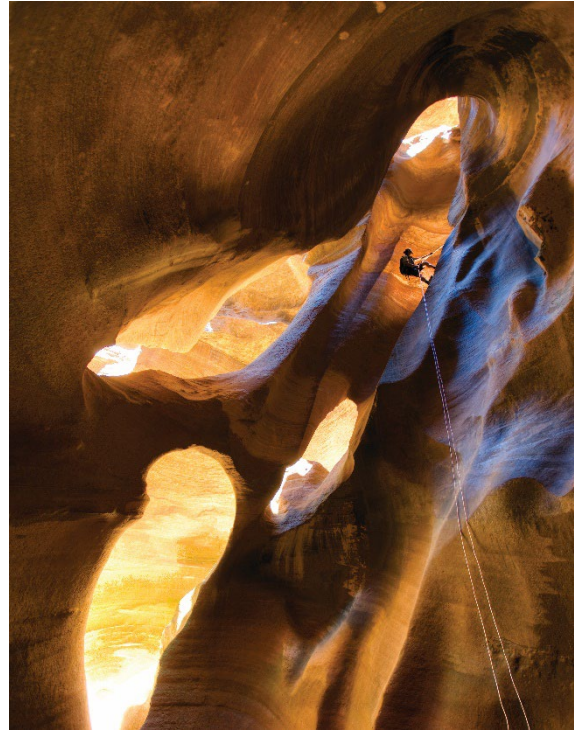
University of Utah Faculty Member



EXPLORE THE GREAT OUTDOORS

Utah is home to five stunning national parks and five national monuments, with six more national parks within a day's drive of Salt Lake City. There are also seven world-class ski resorts within 30 minutes of the U campus. While Utah's ski resorts boast the "greatest snow on earth" in the winter, many also offer a range of fun summer activities, including family movie nights, thrilling zip lines, decadent spa services, scenic tram rides, hikes through fields of wildflowers, and brunch with breathtaking views.

Hundreds of miles of hiking and biking trails are easily accessible from the U campus, but a short drive (or a ride on public transit) opens up countless options. Quiet alpine lakes, beautiful aspen forests, and unbeatable views from mountain peaks reward hikers of all skill levels.



"Salt Lake City is amazing, offering such a rich diversity of activities. From the arts to the outdoors, the adventures seem endless and I am excited to continue exploring all the city and surrounding area have to offer." –DR. ADAM HANLEY

University of Utah Faculty Member





SAVOR ART, MUSIC AND MORE

Utah has a rich tradition of film, music, and art that draws in and inspires people from around the world. While the internationally-acclaimed Sundance Film Festival is based in Park City – a short and scenic 30-minute drive from the U campus – many Sundance films are also screened in downtown Salt Lake City during the annual event. Two independent Salt Lake City theaters bring back many Sundance films throughout the year, along with many other documentaries and international films.

Ballet West, the Utah Symphony, Utah Opera, and the Utah Shakespeare Festival are just a few of the performing arts treasures of the state. Salt Lake City hosts multiple outdoor concert series every summer, as well as a multi-day arts festival and monthly gallery strolls. Professional, Broadway-caliber live theater is readily available at the Eccles Theater – an exciting new performing arts center in downtown Salt Lake – and at a number of the city’s playhouses, including the University of Utah’s own Pioneer Theater Company.

Salt Lake City’s many concert venues host some of today’s hottest names in music, as well as local talent bound to go big. Affordable performances by musicians in all genres guarantee something for everyone.

INDULGE YOUR “FOODIE” SIDE

Utah is consistently praised for its remarkable local food scene, as well as its award-winning craft breweries and distilleries. Inventive and locally sourced cuisine, impressive beer bars, creative restaurateurs, and thoughtful sommeliers have earned Salt Lake City a place in the hearts of foodies around the country.

Salt Lake City hosts bustling farmers markets in the summer and winter, featuring a variety of local produce, grains, protein, and crafts. The U also enjoys a smaller farmers market in the fall, with fresh produce grown in the campus’ two edible gardens.



“The increasing diversity at the U and its surrounding community means you can find incredible Latino food in the West Salt Lake City and Asian markets dotted throughout Utah.” – DR. ANNIE FUKUSHIMA

University of Utah Faculty Member



SPEAK UP AND GET INVOLVED

Visitors are often surprised by Salt Lake City's progressive, civically engaged social justice advocates. Free events throughout the city – planned by a wide range of organizations – foster ongoing discussions about some of the state's and country's most pressing issues. The state capitol and legislators are easily accessible, enabling voters to engage lawmakers in these discussions.

In 2015, the state passed a landmark anti-discrimination bill, protecting LGBT people from employment and housing discrimination. Salt Lake City's annual Pride Festival is one of the largest in the nation and often includes Utah's openly LGBTQ elected officials. In 2016, Utah voters elected the first transgender U.S. Senate nominee from a major political party.

Active cooperation and coordination between lawmakers, scholars, and residents have led to innovative approaches such as the Housing First initiative. Housing First's success in moving people who experience chronic homelessness off the streets has been lauded across the country and is serving as a model for other states.

SCORE GREAT SEATS

Utah has fans! The University of Utah's football, gymnastics, basketball, swimming, and baseball teams have plenty of loyal fans. Utahns also enjoy cheering for the state's NBA team, the Utah Jazz; the Triple-A baseball team, the Salt Lake Bees; and the Major League Soccer team, Real Salt Lake.

With the Salt Lake International Airport just minutes from downtown, and Las Vegas, Los Angeles, and Denver within a day's drive, it's easy for fans to cheer on their favorite teams at away games.

