Position Specification

Kent State University

Dean, College of Aeronautics and Engineering

October 2017
The College of Aeronautics and Engineering at Kent State University invites applications and nominations for the position of Dean. The Dean of the College of Aeronautics and Engineering (CAE) will play a key leadership role in advancing the mission, operations, and service of the College, building on the strong legacy of the past, while charting a course for an exciting and transformative journey over the next decade. Long a leader in aeronautics and applied engineering/technology, the College will now also feature undergraduate majors in aerospace engineering (currently in operation), and mechatronics engineering (upon final approval).

From a brand new building that opened in January 2015, the College of Aeronautics and Engineering offers a wide range of programs. Aeronautics programs include aeronautical studies, aeronautical systems engineering technology, aerospace engineering, air traffic control, aviation management, and flight technology. The Kent State University Airport is conveniently located four miles from the Kent campus, and owns and operates 32 airplanes; its 35 flight instructors provide 200 students with a minimum of 10,000 flight hours each year. Plans for a $6.5 million teaching facility at the airport have been announced.

Applied Engineering programs include applied engineering and technology management, computer engineering technology, and mechanical engineering technology, and mechatronics engineering technology. An undergraduate major in mechatronics is currently in the approval process. With an operating budget of $8.5 million, CAE is home to 860 undergraduate students, 108 graduate students, 24 full-time faculty (11 of whom are tenured or tenure-track), 22 part-time faculty, 35 flight instructors and 25 staff.

Kent State University seeks a strategic, innovative, and high-energy visionary leader to serve as Dean of the College of Aeronautics and Engineering.

Kent State University

We are one of the largest university systems in the nation, but one of the closest families in the world. We welcome you with open arms, yet push you out with an open mind. We give you the strength to stand for what matters and take meaningful action for change. Our vastly different culture full of visionary ideas and ambitious people makes us undeniably Kent State.

Undeniably, it is an exciting time to be at Kent State University. With renewed energy and passion, the University last year launched a new vision: To be a community of change agents whose collective commitment to learning sparks epic thinking, meaningful voice, and invaluable outcomes to better our society. Building on the Strategic Roadmap to a Distinctive Kent State embraced by the Kent State community, President Warren has set the stage for delivering upon the University priorities:

- **Priority 1: Students First.** Provide an inclusive and engaged living-learning environment where all students thrive and graduate as informed citizens committed to a life of impact.
**Priority 2: A Distinctive Kent State.** Drive innovation, idea generation, and national distinction through top-tier academic and research programs including the recruitment and support of talented faculty and staff.

**Priority 3: Global Competitiveness.** Advance Kent State’s impact and reach as a leading international university.

**Priority 4: Regional Impact.** Serve as the innovative engine and engaged partner to meet community needs and enhance quality of life in the region and state.

**Priority 5: Organizational Stewardship.** Ensure a culture of continuous improvement and the efficient stewardship of University resources and infrastructure.

These priorities will be realized through achieving university level initiatives, and the new Dean of the College of Aeronautics and Engineering will provide instrumental leadership in fulfilling them.

Helping students to find their purpose and forge their future, Kent State University is a leading public research university located in Northeast Ohio. Kent State offers an environment where pushing limits and respecting freedom of expression thrive. With a total enrollment of more than 39,000 students on its eight campuses coming from 50 states and 104 countries, Kent State is one of the largest university systems in the nation.

Fostering a diverse culture full of visionary ideas and ambitious people, Kent State ranks 176 on the Best National Universities list by *U.S. News & World Report*, earning a coveted spot on the first-tier list. This ranking places Kent State among the top 100 public universities nationwide. From the certificate level to the associate, baccalaureate, master’s and doctoral levels, the University offers more than 400 undergraduate and graduate programs of study. Kent State is illuminating the way across the globe with locations in New York, China, Italy, Switzerland and India.

Kent State is located in a major population and economic center. Northeast Ohio is home to 4.4 million people and 20 Fortune 500 firms, and is one of the nation’s top five industrial markets and a leader in new technology. The region is rich in natural and cultural amenities, including the splendor of the Great Lakes, one of the country’s most-visited national parks, the nation’s second-largest theatre district, a world-class symphony orchestra, renowned museums, three major sports teams, eclectic neighborhoods, and multicultural experiences in settings from urban to rural. KSU employees obtain their healthcare from several leading hospital systems, including the Cleveland Clinic, which is currently the second-ranked hospital in the United States.

Academic programs are organized into 10 colleges: Aeronautics and Engineering; Architecture and Environmental Design; Arts and Sciences; the Arts; Business Administration; Communication and Information; Education, Health and Human Services; Nursing; Podiatric Medicine; and Public Health. The addition of new learning environments from the sciences to the arts and the development of exciting new academic programs such as aerospace engineering, geographic information science, and business analytics characterize Kent State’s focus on transformational educational experiences.

More than 2,600 full- and part-time faculty, hailing from six different continents, have degrees from more than 150 national and international institutions. From Fulbright scholars to internationally
recognized leaders in their disciplines, Kent State faculty members enjoy an award-winning reputation for cutting-edge research and ground-breaking discovery. They are recognized by prestigious organizations, including the National Academy of Sciences, National Science Foundation, Institute for Financial Markets, American Physical Society, Science Watch, and Guggenheim fellowships.

With an annual average of $28 million in external funding to support research, instructional, and public service projects, the University is a driving force for regional growth and development. Fulbright scholars and internationally recognized leaders actively involve undergraduate and graduate students in their research projects. Kent State is ranked fifth in the United States and Canada in number of start-up companies formed and patents issued per million dollars in expenditures.

As Northeast Ohio’s premier public university, Kent State is proud to host nearly 50 centers and institutes, each of which supports the institution’s teaching, research, and public service mission in its own unique way. The University has a long, strong history of public-private partnerships and of sharing the expertise of its world-class faculty and highly trained staff far beyond campus boundaries. An affiliate of the National Association of State Universities and Land Grant Colleges and the American Association of State Colleges and Universities, Kent State is accredited by the Higher Learning Commission and is a member of the North Central Association.

**College of Aeronautics and Engineering**
The College of Aeronautics and Engineering has a fascinating history. In 1913, three years after Kent State University was founded, the University established a Manual Training Department and offered a special, two-year course of study leading to a degree in manual training. Flight training began in 1939 when a Civilian Aeronautics course was offered. The airport was acquired in 1942; the maintenance hangar was built in 1945, and the flight training hangar in 1966. By the mid-1950s, the College of Liberal Arts offered a B.S. in Aviation Technology and Industrial Technology. A School of Technology was established in 1995.

In 2006 the University created a College of Technology, with a direct reporting line to the Provost. In recognition of the College’s growing enrolment, national excellence in aeronautics, and its entry into full scale engineering programs (aerospace engineering; mechatronics), the University created the College of Aeronautics and Engineering in 2017.
The following degrees are currently offered by the College of Aeronautics and Engineering:

- **B.S. in Aeronautics**: The Aeronautics Division has a mission to work in concert with business, government and industry to enhance technological literacy, education and training in aviation that is essential to the socioeconomic well-being and workforce development needs of Ohio and the nation. The Aeronautics program has the distinction of being the only program in the state of Ohio to be accredited by Aviation Accreditation Board International (AABI). Only 31 other institutions globally can make that claim. All four areas of concentration (aeronautical studies, air traffic control, aviation management, and flight technology) are also accredited by AABI.

- **B.S. Mechatronics Engineering**: The Bachelor of Science degree in Mechatronics Engineering focuses on the synergistic integration of mechanical, electrical, computer and controls engineering into automated systems that are reliable, efficient and cost effective. This degree is currently going through the approval process.

- **B.S. Aerospace Engineering**: The Bachelor of Science degree in Aerospace Engineering focuses on the application of engineering principles to the design, manufacturing and functionality of aerospace vehicles such as aircraft, missiles and spacecraft, to include autonomous and semi-autonomous unmanned aerial systems. As one of the newest CAE programs (enrolling its first students in fall 2016), Aerospace Engineering will seek accreditation when its first class graduates in 2020; the accreditation packet will be submitted in January 2020.

- **B.S. in Aeronautical Systems Engineering Technology**: The Bachelor of Science degree in Aeronautical Systems Engineering Technology prepares graduates to enter careers in the design, installation, manufacturing, testing, evaluation, technical sales and maintenance of aeronautical/aerospace systems. The program is accredited by both AABI and ABET.

- **B.S. in Applied Engineering**: The Applied Engineering field focuses on the application of management, design and technical skills for the design and integration of systems, the execution of new product designs, the improvement of manufacturing processes, and the management and
direction of physical and/or technical functions of a firm or organization. The Applied Engineering major consists of four concentrations:

- **Applied Engineering and Technology Management**: This concentration is focused on the application of basic engineering principles, technological skills and management practices using a systems approach to solve complex technological problems. This program is accredited by the Association of Technology, Management, and Applied Engineering (ATMAE).

- **Computer Engineering Technology**: This concentration offers an in-depth, hands-on curriculum through which students study the design of wireless network systems, telecommunications systems, networking hardware and computer hardware architecture and engineering technologies. This program is ATMAE accredited.

- **Mechanical Engineering Technology**: This concentration offers a management-oriented technical curriculum built upon a balanced program of studies drawn from a variety of disciplines related to manufacturing systems technology. Included are a focus on materials and production processes as well as design and computer-aided manufacturing. This program is ATMAE accredited.

- **Mechatronics**: This concentration focuses on the integration of the basic principles of mechanical, electrical, computer and systems engineering.

**Master of Technology (MTEC)**: In this graduate program, students have the opportunity to focus their coursework in specialized areas of interest, such as: applied technology, aeronautics/aviation, computer engineering technology, computer technology, engineering and technology management, manufacturing systems/mechanical engineering technology/mechatronics, quality systems, radiation processing, and sustainable systems.

The new 55,000 square-foot Aeronautics and Technology Building opened for classes in January 2015 and was the beginning of a comprehensive expansion plan that includes new degree offerings, leading-edge technology and state-of-the-art equipment. In addition to housing classrooms, offices and computer labs, the $19 million building includes very impressive Air Traffic Control Simulation Labs, Materials Process Lab and a Hydrogen Research Lab. A new wing is already being planned for the building. In addition, a new Academic Building at Kent State University’s Airport will soon be built. With an estimated cost of $6.5M, the facility will include a 17,800-square-foot building that will house collaborative spaces, classrooms, briefing rooms, simulator rooms and faculty and staff offices. Last year, a $1.5 million gift from FedEx provided the lead gift to jumpstart the transformation of the aeronautics facilities, which has now been matched by College funds. This transformation is a key priority of the largest and most ambitious campaign in the University’s history.
Dean, College of Aeronautics and Engineering

Reporting to the Senior Vice President for Academic Affairs and Provost, the Dean will provide leadership and serve as the principal administrator of the College of Aeronautics and Engineering. The Dean will have complete line responsibility for personnel, general administration, and management, budget, academic, and development functions, and will begin on or around July 1, 2018.

Key Priorities (not in rank order):

- Provide bold vision and leadership for CAE to advance its national reputation;
- Engage key stakeholders in a robust strategic planning process;
- Build the programs in aerospace engineering and mechatronics, and create other niche engineering programs with the intent of seeking ABET accreditation;
- Strengthen and grow existing programs in relationship to the University’s Strategic Roadmap to a Distinctive Kent State;
- Recruit and retain the best faculty and enhance their career development;
- Increase undergraduate and graduate enrollments;
- Oversee the construction of the new Academic Building at the KSU Airport, as well as the new wing to the Aeronautics and Technology Building;
- Strengthen the research infrastructure to further enable and promote productivity;
- Develop the financial resources of the College, especially through fundraising; and
- Enhance the cultural and ethnic diversity of the faculty, staff, and students.

Specific Responsibilities

**Executive Leadership:** Establish a vision to ensure that CAE is a progressive and innovative leader among colleges of aeronautics and engineering, with a focus on impact and excellence. Provide leadership in establishing the College’s strategic objectives, and develop and manage all resources essential to the achievement of these objectives. Work with faculty, academic leadership, and University leadership in pursuit of broader institutional goals.

**Academic Oversight:** Recruit and retain top faculty who will attain high standards of excellence and enhance the cultural and ethnic diversity of the College and University. Evaluate faculty for appointment, tenure, and promotion. Strengthen excellence in programs, curriculum, and classroom teaching. Support, enhance, and promote faculty research and productivity.

**External Relations:** Lead the development and implementation of strategies to build strong relationships with a wide range of stakeholders, partners, and collaborators. Articulate, communicate, and advocate CAE’s vision to external constituencies. Connect with industry partners. Represent CAE through active participation at external events. Cultivate and solicit individual donors, foundations, and corporations.

**Financial Management:** Ensure a strong financial future for CAE. Manage the financial resources of the College through an effective annual operating budget and long-term financial plan. Oversee College-wide resource acquisition and utilization.
The next Dean will exemplify the following:

**Visionary Leadership:** An established record of strong, collaborative, and forward-looking leadership in academia and/or a professional setting. Demonstrated thought leader with a passion for aeronautics and/or engineering who has full appreciation for the diverse disciplines represented in the College. The capacity to formulate and articulate a shared vision, to motivate a wide range of audiences to embrace its value, and to engage others in its implementation. A commitment to shared governance is essential. Ability to recruit outstanding new faculty as well as retain CAE’s strongest faculty. Ability to motivate and inspire others to strive continuously for academic excellence.

**Administrative Management Experience:** Experience developing and implementing innovative strategic plans. Demonstrated record of establishing performance measures, monitoring results and evaluating impact.

**Focus on Students:** Genuine understanding of the teaching mission and the importance of providing students with the highest quality educational experience. Commitment to undergraduate and graduate education. Must understand and value the importance of a diverse student body.

**Financial Management Experience:** A distinguished record of operational leadership demonstrating excellence, growth, and financial effectiveness. Demonstrated experience in fiscal management.

**Fundraising Ability:** Demonstrated success in strengthening philanthropic support from individuals, foundations, and corporations, and/or a genuine appetite to engage in such fundraising.

**Personal Qualities:** The highest standards of personal and academic integrity and ethical and professional conduct. Strong interpersonal, oral, and written communication skills, with a focus on openness and transparency. High-energy with the ability to motivate and encourage others. Global mindset. Innovative and creative problem-solver, with a willingness to take risks. Ability to foster a collegial and respectful work and educational environment.

**Academic Qualifications:** Candidates from academia will have a terminal degree in a discipline related to those offered by the College and a record of success in research. Candidates from outside academia will have a graduate degree in a relevant field and professional experience at the senior level.
Kent State University Leadership

President Beverly J. Warren

Internationally recognized for her scholarship in the fields of education and exercise physiology, Dr. Beverly J. Warren became the 12th president of Kent State University in July 2014. Her vision for KSU’s future focuses on placing the institution among the community of nationally prominent large public research universities known for their transformative research, teaching and service, and their commitment to diversity, equity, and inclusion.

Prior to joining Kent State, Dr. Warren had served as provost and senior vice president at Virginia Commonwealth University (VCU) since 2011. She arrived at VCU in 2000 as a professor and head of the School of Education’s Division of Health, Physical Education and Recreation, and went on to serve as dean of the School of Education. Before joining VCU, Dr. Warren held faculty positions at Smith College, Auburn University, Appalachian State University, and Lander University. Her most recent research focused on urban education, including access and success for urban youth, the preparation of teachers for urban environments, and coordination of education through P-20 initiatives. She is a Fellow of the American College of Sports Medicine and the Research Consortium of the American Alliance for Health, Physical Education, Recreation, and Dance. She was elected to the Board of Trustees of the American College of Sports Medicine in 2004 and is a former president of its Southeast Chapter.

Provost Todd A. Diacon

An internationally renowned historian of Brazil, Dr. Todd A. Diacon was named Senior Vice President for Academic Affairs and Provost in February 2012. Dr. Diacon came to Kent State from the University of Massachusetts Amherst where he served as deputy chancellor and professor of history. Previously, he spent 21 years at the University of Tennessee Knoxville, serving as a tenured professor of history, department head, director of the Latin American studies program, and vice provost. He specializes in agrarian history and the history of central state power in Brazil. One of his books, Stringing Together a Nation, won the Warren Dean Prize for the best book published on the history of Brazil. Dr. Diacon has also authored publications on student success and on the administration of higher education.

The Community

In recent years, the city of Kent has experienced dramatic revitalization as a result of a $106 million public and private investment. Kent State University officials, city administrators, the Portage Area Regional Transportation Authority (PARTA), and its partners have collaborated to make the city of Kent an excellent place to live, work, study, and visit. The downtown Kent redevelopment project, which earned the 2012 Best Project Award from the Ohio Economic Development Association, includes:

- The Kent State University Hotel and Conference Center, which opened in 2013. The hotel has 94 guestrooms, and the conference center can accommodate up to 300 people;
- PARTA’s new Kent Central Gateway Multimodal Facility, which accommodates buses, pedestrians, bicycles, and cars;
- Acorn Alley and Acorn Alley II, a retail office space development;
- College Town Kent, a 185,000 square-foot, pedestrian-friendly development offering convenient and high quality retail, dining, residential, and office options; and
The Kent State University Esplanade that strengthens ties between the university and the city by establishing a physical link and providing students, faculty, and staff a safe pathway to visit, enjoy, and patronize downtown Kent and its businesses.

Cultural elements in Kent include various arts, environmental, and entertainment events during the year, as well as the Kent State University Museum, which focuses on the history of fashion design and decorative arts in the U.S. and around the world. The Kent Stage, located downtown, is a performance venue for a variety of arts performances in music and theater. It hosts 90 concerts, four theatrical performances, and four film festivals or movie premiers per year. In addition, the City of Kent operates nearly 20 parks and preserves, the largest of which is the 56-acre Fred Fuller Park, along the Cuyahoga River. Haymaker Farmers Market is held year-round in Kent and is one of many weekly markets in communities surrounding the university.

The city of Kent is just 20 minutes from Akron, home of more than 20,000 businesses, including the headquarters of two Fortune 500 companies. In particular, northeast Ohio is home to some of the world’s leading liquid crystal and polymer research programs and companies, and is internationally recognized as the “Polymer Center of the Americas.” The Akron Art Museum, the World Golf Championship Bridgestone Invitational, and the All-American Soap Box Derby are all located in the city of Akron.

Kent is less than an hour from Cleveland, situated on the southern shore of Lake Erie, which is the second largest city in Ohio and the largest media market in the state. Cleveland is home to many beautiful parks. The Cleveland Metroparks won the prestigious 2016 National Gold Medal Award for excellence in Park and Recreation Management and includes the Cleveland Metroparks Zoo, that contains one of the largest collections of primates in North America. In addition, the Cleveland Metroparks manages six lakefront parks that provide public access to Lake Erie. With 33,000 protected acres and 2.2 million visits each year, the Cuyahoga Valley National Park is located less than 30 minutes from campus and provides connectivity on the Towpath Trail all the way to Cleveland. Cleveland’s professional sports teams include the Cleveland Browns (National Football League), the Cleveland Indians (Major League Baseball), the Cleveland Cavaliers (National Basketball Association), and the Lake Erie Monsters (American Hockey League).

For those who enjoy the performing arts, Cleveland is home to Playhouse Square Center, the second largest performing arts center in the United States behind New York’s Lincoln Center. Playhouse Square includes five theaters within what is known as the Cleveland Theater District, with such resident performing arts companies as Cleveland Play House, Opera Cleveland, and the Great Lakes Theater Festival. The center hosts various Broadway musicals, special concerts, speaking engagements, and other events throughout the year. Cleveland is also home to the Cleveland Orchestra, widely considered one of the finest orchestras in the world. It is one of the “Big Five” major orchestras in the United States.

Five miles east of downtown Cleveland is University Circle, a 550-acre concentration of cultural, educational, and medical institutions, including the Cleveland Botanical Garden, Case Western Reserve University, University Hospitals, the Cleveland Museum of Art, the Cleveland Museum of Art.
Natural History (now third-largest in the country), and the Western Reserve Historical Society. The Greater Cleveland Aquarium is located near downtown, and the I.M. Pei-designed Rock and Roll Hall of Fame is located on the Lake Erie waterfront. Cleveland also boasts the Great Lakes Science Center, boating, fishing, swimming, and other waterfront recreation.

Cleveland is now recognized as an eatery destination. The national food press – including publications *Gourmet*, *Food & Wine* and *Esquire* – has heaped praise on several Cleveland spots including “best new restaurant,” “best steakhouse,” “best farm-to-table programs,” and “great new neighborhood eateries.” In 2008, the *Chicago Tribune* ran a feature article in its “Travel” section proclaiming Cleveland as America’s “hot new dining city.” Nightlife in Cleveland is also very vibrant, offering exciting hotspots like the Warehouse District, East 4th Street District, and the Tremont District.

Northeast Ohio is home to world-class healthcare, including the Cleveland Clinic that is ranked nationally in 14 adult specialties and 9 pediatric specialties by *U.S. News and World Report*. Other nationally ranked facilities include University Hospitals Case Medical Center, Fairview Hospital, Akron Children’s Hospital, and the Cleveland Clinic Akron General Medical Center.

**Nomination and Application Process**
Inquiries, nominations, and applications are invited. Interested candidates should submit confidentially, in electronic form (Microsoft Word or Adobe PDF files preferred), a curriculum vitae and letter of interest to KSU.CAE@russellreynolds.com.

*Kent State University is an Equal Opportunity, Affirmative Action Employer. The University actively encourages applications and nominations of women, minorities and persons with disabilities and applications from candidates with diverse cultural backgrounds.*

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