



## Dean of the College of Communication

### ABOUT DEPAUL UNIVERSITY

Founded in 1898 by the Congregation of the Mission, which follows the teachings of St. Vincent de Paul, DePaul University is the nation's largest Catholic institution of higher education and also the largest private university in the Midwest. Anchored in the global city of Chicago, the university is committed to outstanding teaching, academic excellence, real world experience, community engagement, and systemic change. DePaul prepares graduates to be successful in their chosen fields and agents of transformation throughout their lives.

Guided by an ethic of Vincentian personalism and professionalism, DePaul compassionately upholds the dignity of all members of its diverse, multi-faith, and inclusive community. Through education and research, the university addresses the great questions of our day, promoting peaceful, just, and equitable solutions to social and environmental challenges. Since its founding in 1898, DePaul University has remained dedicated to making education accessible to all, with special attention to including underserved and underrepresented communities.

A Carnegie doctoral/research institution, DePaul serves nearly 22,000 full- and part-time students. DePaul's Catholic, Vincentian, and urban character distinguishes it from other universities. Its 863 full-time and 1,679 adjunct faculty members pursue the preservation, enrichment, and transmission of knowledge and culture across a broad scope of academic disciplines. With one campus in the heart of Chicago's business district and another in the Lincoln Park neighborhood, the university's location in a world-class city offers extensive learning and service opportunities for students, faculty, and staff. About 64 percent of DePaul's 181,000 living alumni reside in the Chicago metropolitan area.

### About the President

[Robert L. Manuel](#) began his term as DePaul University's 13th president on Aug. 1, 2022 bringing more than 30 years of academic excellence in higher education to DePaul. He most recently served as president at the University of Indianapolis (UIndy), a faith-based institution affiliated with the United Methodist Church. At UIndy, where he served as president since 2012, he ushered in an era of strong academic, financial, and physical growth. He guided the construction of three new residence halls attracting more than 900 new students to live on campus, developed the 150,000 square foot University Health Pavilion, and redeveloped a local industrial building into the new home of the R.B. Annis School of Engineering.

### DePaul's Campuses

DePaul's 10 colleges and schools are spread across two major campuses: Lincoln Park Campus and the Loop Campus. The Lincoln Park Campus is home to the College of Liberal Arts and Social Sciences, the

College of Science and Health, the College of Education, the School of Music, The Theatre School, the DePaul Art Museum, and the John T. Richardson Library. Some 2,400 students live in Lincoln Park's 11 residence halls and campus apartments.

A few miles south of Lincoln Park, DePaul's Loop Campus is only steps away from Chicago's financial district and major media outlets. Housed in five adjacent buildings clustered around the corner of Jackson Boulevard and State Street, the campus is home to the Driehaus College of Business, College of Communication, Jarvis College of Computing and Digital Media, College of Law, and the School for Continuing and Professional Studies.

The university has constructed, purchased, or completely renovated 18 buildings in 18 years. In 2013, DePaul acquired a new building for the College of Education and constructed new state-of-the-art facilities for The Theatre School. The Wintrust Arena, the new home for DePaul basketball and events center for the City of Chicago, opened just south of the Loop campus in 2017. Most recently, DePaul completed construction on the School of Music's Holtschneider Performance Center. The 185,000 square-foot facility opened in fall 2018, offering a world-class space for educating the next generation of musicians and music professionals.

### **Academics**

DePaul is a teaching university with a foundation of faculty scholarship and research. Students can select from more than 300 undergraduate and graduate programs. Faculty members bring academic expertise, and many work in Chicago as consultants, researchers, entrepreneurs, and artists, bringing their professional expertise into the classroom. DePaul has received national recognition: *U.S. News & World Report* ranks DePaul among the best colleges in the nation and a "best value" school. The Fulbright Scholarship program lists DePaul among the top producers of award recipients in the country. The Peace Corps ranks DePaul among the top volunteer-producing colleges and universities. Princeton Review ranks DePaul's undergraduate entrepreneurship program as #13 in the country. Among other notable recognitions, *College Magazine* ranks DePaul among the ten best schools in the country for animation; The Hollywood Reporter ranks The Theatre School's acting program #24 in the country; and *U.S. News & World Report* ranks the College of Law's Health Law program #23 in the country.

### **Students**

DePaul enrolls 14,134 undergraduate students and 6,780 graduate students. Students are drawn from all 50 states and 114 foreign countries; international students represent six percent of DePaul's enrollment. At DePaul, 61 percent of all undergraduates complete at least one internship as part of their academic program, and nearly 1,000 students participate in study abroad opportunities in more than 45 countries. Students have the opportunity to participate in 15 NCAA Division 1 athletic teams. More than 3,400 students also complete service learning courses annually. In 2020, 90 percent of undergraduate and 92 percent of graduate degree recipients were successfully employed or continuing their education within six months of graduation.

Currently first-generation students represent 33 percent of the first-year class. DePaul enrolls more Pell recipients than 92 percent of all colleges and universities in the U.S. and graduates them at a higher rate than other universities with similar numbers. The Vincentian mission to serve the public good and give people of all ethnicities and backgrounds the opportunity to receive a college education remains at the heart of DePaul University.

## Chicago Ties

In addition to the cultural benefits of countless restaurants, museums, performance venues, and recreational activities within Chicago and along the shores of Lake Michigan, DePaul's academic and professional connections to the city have always been strong. The university's strategic plan has strengthened these connections and enhanced academic and research opportunities for students and faculty. For example:

- An alliance with Rosalind Franklin University of Medicine and Science provides pathways for DePaul students to complete professional degree programs and for faculty at both institutions to collaborate on research.
- DePaul and Rush University Medical Center have a history of working together on research projects.
- Cinespace Chicago Film Studio provides students with film and television production experience, learning alongside network television and Hollywood motion picture professionals filming in the city.
- A collaboration between The Second City and DePaul's School of Cinematic Arts offers comprehensive degree programs in comedy filmmaking.
- As a member of business incubators 1871 and 2112, DePaul students have access to Chicago's thriving technology start-up community.
- The Wintrust Arena, home to DePaul basketball, is a public-private partnership between DePaul and the Metropolitan Pier and Exposition Authority.
- DePaul and the Catholic Theological Union have an educational alliance, involving faculty exchanges, co-sponsored educational events, and scholarship support.
- DePaul works with the Chicago Public Schools to offer mentorships, conduct studies, and provide teacher training opportunities.
- DePaul has an academic partnership with DePaul College Prep, a Catholic high school on the north side of Chicago.

## International Ties

Expanding international and multicultural learning opportunities that effectively prepare students to be successful, innovative leaders in a diverse, global society is a high priority for DePaul. From recruiting international students to building partnerships with universities in other countries, DePaul actively seeks transformative global learning and cross-cultural engagement opportunities for all students, faculty, and staff.

DePaul has a number of strategic alliances with institutions around the globe to facilitate student and faculty exchange opportunities, research collaborations, and other joint initiatives. In addition to the opportunities afforded by a wide portfolio of study abroad programs, DePaul strives to expose students to intercultural experiences through the Global Learning Experience (GLE), a structured initiative in collaborative online international learning. Since 2013, the GLE initiative has helped faculty members bring global perspective to their classrooms by opening their courses to international interaction via technology. Designed by faculty members and their international counterparts, the curriculum provides students and faculty opportunities for meaningful reflection in both multicultural and global contexts. Since the initiative's inception, DePaul has implemented 72 GLEs with more than 1,200 DePaul student participants. More than 22 countries have participated, with course topics ranging from early childhood and special education to democracy and dictatorship to data structures in Java.

## DePaul's Finances

DePaul is a tuition-dependent institution that relies upon an ability to generate favorable operating results to finance its activities. For the fiscal year ending June 30, 2021, the university generated \$569 million in revenues. The market value of DePaul's endowment holdings at the end of fiscal year 2021 was \$951 million. The university holds current credit ratings of "A1" with a stable rating outlook from Moody's Investors Service, "A+" with a stable rating outlook from Fitch Ratings and "A" with a stable rating outlook from Standard & Poor's.

## Strategic Plan

DePaul launched its strategic plan, *Grounded in Mission—The Plan for DePaul 2024*, at the beginning of 2018-19. The plan imagines not only how DePaul will transform itself in six years' time, but also how the university will meet changing student and societal needs in the future. The plan grew out of a university-wide effort, engaging faculty, staff, and students through a task force, planning teams, and town hall meetings. *Grounded in Mission* lays out the vision that "DePaul will be unequalled among urban universities in the United States in ensuring the success of a diverse community of learners. Through programs that integrate theory with practice and ideas with action, DePaul's expert and dedicated faculty and staff will develop students' readiness to engage with and thrive in a changing world. The university will broaden its historical mission of access to address the lifelong learning needs of our students by providing innovative and affordable programs and varied curricular structures and modes of delivery. Equipped with a transformative education grounded in our Catholic and Vincentian values, DePaul graduates will be recognized as effective and responsible change agents."

*Grounded in Mission* aims to achieve six strategic priorities:

- Deepen the commitment to DePaul's Catholic, Vincentian, and urban mission.
- Ensure a welcoming, engaging, diverse, and inclusive campus environment.
- Excel in preparing all students for global citizenship and success.
- Expand access to a portfolio of high-quality, affordable academic programs that meet student, workforce, and societal needs.
- Elevate academic excellence and embrace a culture of creativity and discovery.
- Employ bold approaches to ensure DePaul's continued fiscal strength for future generations.

The University has made considerable progress in these areas and is about to embark on a process to create the next strategic plan with President Manuel.

## ABOUT THE COLLEGE OF COMMUNICATION

DePaul's College of Communication is located on both the Lincoln Park campus and the Loop Campus. DePaul University is widely known and respected in the communication field. The College of Communication's [student media](#) outlets win national awards, and the [Public Relations and Advertising program](#) is ranked as the #1 PR program in the country. In addition, the College's [Center for Journalism Integrity and Excellence](#) bridges the gap between academics and the professional world. The [Center for Communication Engagement](#) promotes communication-based problem-solving and research-based solutions for social innovation. In addition, the [DePaul Pop Culture Conference](#) is an annual day-long fandom and academic event where fans, scholars, and media makers gather to examine popular culture and cult media.

The College of Communication enrolls approximately 1,000 undergraduate students and 114 graduate students representing 29 countries. Hundreds of College of Communication students participate

in [internships](#) and receive course credit along with industry experience to add to their résumés. Undergraduate students master the techniques for crafting and delivering messages across a variety of social contexts and platforms including face-to-face, print, audio, video, web, and other social media.

The college offers eight undergraduate majors:

- [Communication and Media](#)
- [Communication Studies](#)
- [Communication and Technology](#)
- [Journalism](#)
- [Media and Cinema Studies](#)
- [Organizational Communication](#)
- [Public Relations and Advertising](#)
- [Sports Communication](#)

Graduate students earn Master of Arts degrees in the following disciplines:

- [Communication and Media](#)
  - Applied Communication (approval in process)
  - Interpersonal Communication Concentration
  - Media and Cinema Studies Concentration
  - Media and Popular Culture (approval in process)
  - Multicultural Communication Concentration
  - Organizational Communication Concentration
- [Digital Communication and Media Arts](#)
  - Digital Communication Concentration
  - Media Art Concentration
- [Health Communication](#)
- [Journalism](#)
  - Data Journalism Concentration
  - Multimedia Journalism Concentration
  - Reporting Metro Chicago Concentration
  - Sports Journalism Concentration
- [Professional Communication](#)
- [Public Relations and Advertising](#)

All MA programs allow graduate students to focus on [Latino Media & Communication](#) as a concentration within their discipline.

### **The College's Commitment to Diversity, Equity and Inclusion**

In April 2020, the college concluded a yearlong cross-college climate research report. Led by a diversity, equity, and inclusion task force, the project surveyed and interviewed students, staff, and faculty to identify and then engage areas for improvement. This report serves as the foundation for the college's [2021-22 DEI action plan](#).

## ABOUT THE ROLE OF DEAN

Reporting to [Provost Salma Ghanem](#), the next dean will oversee 32 tenured/tenure-track faculty, 17 non-tenure-track faculty, approximately 73 adjuncts, and a total staff in the Office of the Dean of 14. The dean oversees a budget of approximately \$42 million. In alignment with the College of Communication's strategic priorities, the next dean will respond to the following opportunities and challenges:

### *Foster Innovation with Curriculum and Teaching*

The next dean will engage faculty and staff in setting the vision and academic priorities for the college. Working with faculty and in line with research on national trends, the dean will support ongoing curricular and pedagogical innovation, ensuring the college's place as a destination of choice for top students, scholars, and industry practitioners. The dean will be strategic in garnering and allocating resources to support sustainable curricular and teaching evolution.

### *Increase Student Enrollment, Retention, and Affinity*

The dean will partner with enrollment management, student affairs, the provost, fellow deans, and the marketing division to determine and implement the most effective strategies to enhance recruitment and retention efforts while improving student graduation rates. The dean will work to recruit students from a wide range of backgrounds and experiences and ensure the College of Communication is a place where all students feel included and supported.

### *Increase Fiscal Strength to Facilitate College Goals*

Working with the university's Division of Advancement and External Relations, the dean will actively engage with donors, alumni, and development prospects to advance fundraising efforts. The dean will be creative and resourceful in promoting opportunities for alumni, community partners, and funding agencies to support projects that enable the college's growth and innovation. Fostering genuine and lasting ties that broaden opportunities for the future, the dean will proactively facilitate introductions with prospective donors beyond the College of Communication in building excitement around capital projects and championing new program initiatives across the university.

### *Attract, Develop, and Retain Outstanding Faculty*

The dean of the college will lead with transparent and caring stewardship that instills trust and confidence across all constituencies, and particularly between the faculty and the administration. The next dean will have faced moments of crisis with resolve, calmness, and humility. In supporting tenure and non-tenure track faculty in various career paths, the dean will set clear and measurable goals for development and progression. The dean will also serve as an advocate for all faculty, with particular attention to current teaching loads, timely communication, work-life balance and general wellbeing, and the appropriate balance between instruction, service, and scholarly endeavors.

### *Foster a Diverse and Inclusive Environment*

It is essential that the dean possess a successful record of both advancing diversity, equity, and social justice and fostering a welcoming environment for all individuals. The dean will proactively contribute to the university's goals to attract, support, and retain faculty, staff, and students from underrepresented backgrounds. In addition, the dean will respond to the collective needs of the college in ensuring equity and a sense of belonging for all constituents.

### *Enrich and Support Mutually Beneficial Partnerships – Corporate, Community, and Academic*

To continue increasing engagement and collaboration within the campus community and beyond, the next dean will fortify relationships across the university, the broader administration, industry strategic

partners, parents, and alumni. The dean will build and enhance coalitions within Chicago and beyond to further the academic and developmental opportunities available to students. The dean will also deepen engagement with faculty, staff, and students in institutional decision making to foster transparency and strengthen shared governance. Additionally, the dean will foster unity across the two campus locations through partnerships and enhanced inter-campus communication.

While the DePaul search committee is open to considering candidates who have followed varied pathways to the deanship, candidates possessing a terminal degree and work experience in a higher education setting will be preferred.

### ***Desired Skill Sets and Attributes of the Candidate of Choice***

- Demonstrated appreciation for the DePaul University mission and the ability to uphold institutional values;
- A proficient understanding of the range of disciplines across the College, and a commitment to supporting and advocating for all disciplines equitably;
- A record of working collaboratively within a complex, multifunctional environment and coordinating effectively with multiple teams;
- Demonstrated success in fundraising, building the financial strength of an organization, and securing financial support for specific projects and initiatives;
- Substantive budget management experience and the ability to allocate resources effectively according to the mission and goals of the institution;
- A record of collaborating with local and regional community leaders on behalf of the college;
- Cultural competency and experience advancing values of equity, inclusion, and social justice in demonstrable ways;
- A demonstrated record of supporting students from many different backgrounds, including first-generation students and students from underrepresented groups;
- Outstanding communication and interpersonal skills and the ability to engage with students, alumni, staff, faculty, the broader Chicagoland community, and external stakeholders;
- The energy and desire to be highly visible on campus, lead campus-wide events, and regularly attend student activities;
- Adaptability to the pace and process of change as the college evolves.
- A record of embracing new technologies and ways of thinking;
- An ability to understand and value the needs of students, both undergraduate and graduate;
- An entrepreneurial mindset and drive to innovate, reimagine, and rebuild in order to address emerging local and global needs;
- Proven ability to generate interest from prospective students and support their retention and career success;
- A campus-centered approach to leadership; and,
- An approachable demeanor and a deep sense of personal integrity and purpose.

Julie E. Tea, Managing Director, and Holly Jackson, Managing Associate at Storbeck Search have partnered with DePaul University on this search. Nominators and prospective candidates are encouraged to contact them at [DePaulCommunication@storbecksearch.com](mailto:DePaulCommunication@storbecksearch.com) to arrange confidential conversations.

Applications are welcomed as soon as possible and should include a complete résumé or vita and a letter of candidacy that responds to the aforementioned agenda for leadership and the desired skill

sets and attributes for a new dean. All application materials will be considered in full confidence and should be submitted electronically to [DePaulCommunication@storbecksearch.com](mailto:DePaulCommunication@storbecksearch.com).



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*It is the policy of DePaul University that no person shall be the object of discrimination or harassment on the basis of race, color, ethnicity, religion, sex, gender, gender identity, sexual orientation, national origin, age, marital status, pregnancy, parental status, family relationship status, physical or mental disability, military status, genetic information or other status protected by local, state, or federal law in its employment or its educational settings.*