

HEIDRICK & STRUGGLES

Organization, Position & Person Profile



Dean, Joan B. Kroc School of Peace Studies

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The Organization

The University of San Diego

Founded in 1949, the University of San Diego (USD) is a private, doctoral research university that is fully accredited by the Western Association of Schools and Colleges. Located on 180 acres perched on a pristine canyon in San Diego, USD is dedicated to providing a values-based education grounded in Catholic social thought and practice. USD holds diversity and internationalization as central to its mission, and students, faculty and staff come from all faiths and backgrounds. USD identifies academic excellence, knowledge, community, ethical conduct and compassionate service as its core values.

With an enrollment of approximately 7,800 students and 400 full-time faculty members, the University has 74 degree programs and six academic divisions, including the College of Arts and Sciences, the School of Law, the School of Business Administration, the School of Leadership and Education Sciences, the Hahn School of Nursing and Health Science, and the Joan B. Kroc School of Peace Studies. Known for its commitment to teaching, USD helps students become academically strong as they develop skills in critical thinking, analysis and problem-solving.

USD is also highly engaged in the broader multicultural community of San Diego and is recognized by the Carnegie Foundation as a Community Engaged Institution. In 2011, USD was invited to join the Ashoka Changemaker Campus Consortium.

The Joan B. Kroc School of Peace Studies

Since its inauguration in 2007, The Joan B. Kroc School of Peace Studies (KSPS) works for sustainable peace and justice through innovative education, interdisciplinary scholarship, advanced practice and policy engagement. Located in the center of the USD campus, KSPS resides in a 90,000 square foot facility providing students, dignitaries, stakeholders, faculty and visitors with an auditorium, classrooms, and space for a range of events. USD's geographic location has produced important global partnerships, and the presence of a large military community in the San Diego area provides a unique opportunity for dialogue about the role of the U.S. military in conflict and peacebuilding. KSPS has its own faculty, curriculum, institutes and programs, and is an integral part

of USD. Areas of focus include conflict analysis and resolution, human rights, development and human security. Committed to interdisciplinary education and scholarship, KSPS faculty, staff and students partner with colleagues in the other schools and colleges at USD. As an example, the Center for Peace and Commerce has been established in conjunction with the School of Business Administration to foster peace-building and poverty alleviation through courses, research, enterprise development and community engagement.

The work of the School is carried out through the graduate academic programs in Peace & Justice in collaboration with the two institutes housed in the School: the Joan B. Kroc Institute for Peace & Justice (IPJ), and the Trans-Border Institute (TBI).

Institute for Peace & Justice

The Institute for Peace & Justice was established in 2001 and, in 2007, was integrated into the newly created Joan B. Kroc School of Peace Studies. The Institute works locally, nationally and internationally to:

- a) build peace with justice by strengthening women peacemakers, youth leaders and human rights defenders;
- b) broaden constituencies for peace and justice by convening a wide range of stakeholders and serve as a resource to local communities, students, academics and practitioners; and
- c) develop, distill and disseminate innovative approaches to peacebuilding leadership, policy, practice and advocacy.

The IPJ currently manages field programs in Guatemala, Nepal and four countries in West Africa. Now in its 9th year, the Women Peacemaker's Program hosts four peacebuilders from around the world annually to document their work on the frontlines of peacebuilding. Each year, 750 U.S. and Mexican high school students participate in the IPJ's Worldlink – Connecting Youth to Global Affairs program. The IPJ also conducts public outreach programs, including a Distinguished Lecture Series.

The IPJ's current annual operating budget of approximately \$1.1 million is funded through a combination of endowment, grants and private donations. IPJ programs have been supported by the Fred J. Hansen Foundation, Open Society Initiative and U.S. Department of State.

The Trans-Border Institute

The Trans-Border Institute was created in 1994 and has two main

objectives: 1) to promote border-related scholarship, activities and community at USD, and 2) to promote an active role for the University in the cross-border community. To realize these objectives, the TBI engages in a variety of programmatic activities and initiatives.

The Trans-Border Institute encourages USD faculty to develop border-related scholarship by providing research grants and connections to the border. TBI also helps to develop border-related activities and academic programming at USD to ensure that its faculty, staff, and students are attuned to the issues affecting the bi-national region.

TBI helps to link USD to the cross-border region by providing information and assistance to the policy-makers and communities of the U.S.-Mexican border. Consistent with the University's mission and values, the TBI has a special interest in bringing attention to issues of social justice and equity, including socio-economic inequality, access to basic legal protections, basic health and quality of life, and community development.

The Position

KSPS seeks a dynamic leader who is committed to peace and justice through both practice and education. Reporting to the Provost, the next dean of KSPS will build upon the strong foundation already present and expand opportunities for the School in the future.

The dean is responsible for advancing KSPS' mission by developing a timely, relevant curriculum; acquiring, allocating and managing the School's fiscal resources; and attracting and retaining talented faculty, staff and exceptional students. In addition, the dean's specific responsibilities include:

- Continue to grow the School by increasing the size of the student body and attracting those individuals who are eager to pursue a leadership role in pursuing peace and justice throughout the world.
- Define, position, and communicate KSPS's strengths and goals to a variety of audiences, including academic professionals, peace leaders, potential students, alumni, donors and potential faculty.
- Identify, invite and attract prominent leaders in peace and justice areas to support the KSPS through financial contributions, guest lectures, providing student internships, sponsoring activities

and/or becoming adjunct faculty.

- Encourage scholarship and creativity within the faculty; collaborate with the faculty to maintain an environment that fosters academic excellence, and provide overall leadership of the School's programs and learning initiatives.
- Function as the KSPS' ambassador, developing and maintaining the School's visible presence in the world.
- Establish the School's fundraising goals and actively participate in the work necessary to achieve them.
- Strengthen career opportunities for students, ensuring that the students have access to a broad network of domestic and international opportunities.
- Encourage collaboration within the School and with other schools and colleges at USD to further the mission the KSPS.
- Actively recruit and retain faculty members with demonstrated commitment in peace studies and related areas that will add stature and bring national recognition to the School.

Qualifications & Experience

The Person

An ideal candidate should possess the majority of the following experience and qualifications:

- A true scholar-practitioner who is a recognized expert in peace studies or an allied field or an individual who has significant leadership in a relevant field in higher education. This individual may have experience as a NGO leader, government official, or diplomat.
- International experience that will promote and expand the School's global initiatives and create additional opportunities.
- A strong commitment to the field of peace studies and evidence of this commitment through demonstrated action.
- A strong leader who has effectively worked in a complex environment and will be able to successfully lead in a university culture.
- Proven experience in fundraising for an organization, or the potential ability to utilize a network of contacts and relationships to develop resources.
- Has a strong network of contacts with colleagues and peers in the field of peace and justice studies domestically and internationally and is active in the field.
- Holds an advanced degree, preferably a doctoral degree in a related field to peace studies.

Leadership & Management Behavioral Competencies

Visionary Leadership: A demonstrated ability to see opportunities for an organization; articulate a creative and compelling vision for an organization engaging a range of constituencies and successfully implement the vision. The dean should be a highly strategic leader who understands the current global environment with respect to peace studies and is a visionary who can develop creative, successful methods to respond to opportunities as well as critical changes in the field.

Organizational Buy-In: Effectively builds commitment and excitement and wins support and resources for initiatives at multiple levels, both inside and outside the School.

Team Builder: Encourages cooperation and teamwork across the organization and functions, and has built strong and diverse teams. Able to engender trust and confidence in others and able to obtain their respect.

Organizational Development: Ability to recruit, develop and retain diverse top talent for the School. Ensure that the new change initiatives introduced into the School will help to further the organizational objectives and is in conformity with its vision and mission.

Openness of Communication: Encourages open discussion of different ideas and views; welcomes and solicits feedback.

Personal Characteristics

- Collegial leadership style that fosters common vision and purpose.
- Passionate about peace studies with a genuine interest in students and their future leadership in the field.
- Exceptional leader who can attract and retain outstanding faculty members and staff, and is committed to the scholar-teacher ideal.
- Possesses an engaged, visible and approachable presence that will be effective with both internal and external constituencies.
- Strong understanding and appreciation for USD's Catholic identity.
- Impeccable integrity and demonstration of honesty and strong values through consistent action.
- Strong interpersonal and communication skills.

Nomination and Application Information

Initial screening of applicants will begin immediately, and continue until the position is filled. The University of San Diego will be assisted by Ellen Brown Landers, Dale Jones, Mark Caldwell and Tracie Smith of Heidrick & Struggles, Inc. Nominations and applications should be directed to:

Joan B. Kroc School of Peace Studies Dean Search at USD
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University of San Diego is an affirmative action/equal opportunity employer dedicated to excellence through diversity.