

## Dean, College of Design

The University of Kentucky invites nominations and applications for the position of Dean of the College of Design.

### The College

The University of Kentucky (UK) established the College of Design in 2002 by joining the existing College of Architecture, Department of Interior Design, and the Historic Preservation program, then housed in Architecture. The College now has four units: the School of Architecture, the School of Interiors, the Department of Historic Preservation and the Department of Product Design. Currently, the College has 47 full-time and 13 part-time faculty members, 17 staff members, and 536 students (451 undergraduate, 85 graduate).

- The School of Architecture offers a four-year Bachelor of Arts in Architecture, a two-year professional Master of Architecture, and a three-plus-year Master of Architecture; it offers the only National Architectural Accreditation Board (NAAB) accredited degree in the Commonwealth of Kentucky.
- The School of Interiors offers a four-year professional degree accredited by the Council for Interior Design Accreditation (CIDA), as well as a post-professional Master of Arts in Interiors.
- The Department of Historic Preservation offers a two-year Master of Historic Preservation, an online Master of Heritage Resources Administration, a Graduate Certificate (available both online and on campus), and an Undergraduate Certificate.
- The Department of Product Design offers a four-year Bachelor of Science in Product Design.

The College of Design strives to be a leading force in the design disciplines, dedicated to building a collegial environment committed to excellence.

The College of Design is embracing significant growth in enrollment, development of multiple forms of scholarship and facilities transformation as part of the institution's strategic imperative and mission to advance Kentucky.

The College of Design has partnered with world-renowned architect and MacArthur Fellow Jeanne Gang for an adaptive reuse project of the former Reynolds Building, which

has been renamed the Gray Design Building. The Gray Design Building is a brick and heavy timber structure built in 1917 as a tobacco warehouse. On the boundary of city and campus, this building is in a growing innovation district, which includes the School of Art and Visual Studies, the College of Education and opportunities for future campus development. The open interior of the new Gray Design Building will bring together all units of the College, along with the Martin-Gatton College of Agriculture, Food and Environment Department of Landscape Architecture, and will be occupied in Spring 2024.

## **School of Architecture**

The School of Architecture at UK has a national reputation for excellence because of the achievements of its faculty and their commitment to the education of talented and dedicated students. The School offers the only NAAB accredited professional program in the state of Kentucky. The Master of Architecture degree is accredited until the next renewal process in 2030.

The architecture studio is the foundation of the program. Studios provide a social and curricular framework for architecture students. Representational skills such as drawing, model making and computer modeling are practiced rigorously as essential skills for design. In addition to the design studio, students study building technology; materials and structural systems; digital fabrication techniques; the history, theory, and criticism of architecture; and the ethical and professional principles of a successful architecture practice.

The College's faculty members have diverse backgrounds, accomplishments, and interests. The faculty has produced meaningful research in a few focused areas: Design + Energy, History + Theory, Digital Design + Fabrication. The results allow faculty to work closely with students to create knowledge and techniques that will have a meaningful impact in Kentucky and globally.

## **School of Interiors**

As the premier interior design program in the state of Kentucky, the School of Interiors inspires great design talent by connecting its graduates to professional practice, design leadership and community engagement opportunities. The school is fully accredited by the Council for Interior Design Accreditation (CIDA) until 2027. An education from the School of Interiors prepares future designers for private practice, careers in public service or post-professional education in design or allied fields. With a studio-based curriculum,

students in both the undergraduate and graduate programs learn about design processes and products to help support human needs in a variety of spaces.

Recognizing that nearly all aspects of human life happen in interior environments, the School of Interiors emphasizes the sense of place, the human experience and the quality of life directly impacted and informed by the interior. Moreover, faculty and students in the School of Interiors seek meaningful avenues to address social issues through design. In a people-centered practice of thinking and making, the community of scholars in the School of Interiors creatively faces the myriad challenges in a 21<sup>st</sup> century workplace as its key focus.

Working as collaborators, faculty from the School of Interiors link within the College of Design to faculty in the School of Architecture, the Department of Historic Preservation, and the Department of Product Design, to explore both conceptual and physical design issues. The School also brings design innovation and thinking to collaborative partners in the College of Education's laboratory on design thinking (dLab), the College of Medicine, the College of Engineering, the Institute for Workplace Innovation, the Gaines Center for the Humanities, the Center for Applied Energy Research, and Education Abroad, among many campus colleagues. Outside UK, the College leverages the design process to meet opportunities and challenges in Lexington, in communities across the state and around the world. Building on a more than 50-year reputation of excellence in design education and research, the faculty forms a talented and collegial group, bringing energy and wide-ranging expertise to UK and the College of Design.

The School of Interiors raises the research profile of the College of Design in its human-centered approach to design investigations and partnerships. Building on the collaborative strength of a tenacious, tenured faculty, the collected energy of the recent hires in the School of Interiors positively increases the reach of the College and University to deepen and broaden successful avenues of exploration in evaluation of existing built spaces, community engagement, and experiential design. Bridging behavioral science and humanist approaches to seeing and understanding the world, the collective faculty forge new possibilities for funding strands.

As a place of learning, the School of Interiors' key mission is to inspire young design talent. The faculty bring wide-ranging expertise and, collectively, many decades of experience to the studio and classroom. Reflective of the School of Interiors' commitment to meaningful social change, faculty and students regularly work with community partners on projects in Lexington, in communities throughout the Commonwealth and with collaborators across the world. The studio courses serve as the backbone to the program, upon which the faculty link content from lecture courses and seminars. The central

premise of the program revolves around design thinking processes and products so that students leave their undergraduate experience poised to contribute meaningfully to design practice. The graduate program allows students to work one-on-one with faculty in key areas of exploration echoing current trends in interior design practice: evidence-based design, experience design, workplace innovation, community activism, design history/theory and environmentally responsible design.

## **Department of Historic Preservation**

The Department of Historic Preservation prepares students for leadership roles in creating more equitable, compassionate, and sustainable communities through the practice of historic preservation and the application of preservation principles in diverse contexts. The department offers a comprehensive curriculum that explores the practical and theoretical foundations of preservation, specializations within the field, and connections to related disciplines such as architecture, planning and cultural resource management. Students engage in rigorous studies of preservation practice and theory; explore cultural and natural heritage across scales; and investigate the role of preservation in addressing contemporary social and cultural problems. The department fosters an interdisciplinary environment that encourages independent thinking, original research and critical examination of human relationships to place. Alumni work in private practice; in local, state, and federal agencies; and in nonprofit organizations across the United States. Students leave UK prepared to begin successful careers and to shape the future of the field through application of original ideas and innovative thinking in varied settings.

The department places a strong emphasis on human-centered preservation approaches and recognizes the importance of caring for historic environments to create a more just and sustainable world. Preservation is a multidisciplinary endeavor, and the department boasts a diverse and collaborative faculty. Faculty members have expertise in preservation design, architectural history, history, community planning, landscape studies, sustainability, and law. This diversity of knowledge ensures that students have a wide range of research and advocacy options. In addition, adjunct and affiliated faculty offer students options for exploring other areas of practice and theory.

The Department of Historic Preservation offers several academic programs. The Master of Historic Preservation (MHP) program is the core offering and prepares students for professional careers in the field. The 48-hour curriculum includes in-depth study of the history and theory of preservation, the political and legal frameworks that shape preservation practice, and the development of skills such as research, documentation, architectural investigation and analysis, and writing. Coursework emphasizes the practical application of preservation-specific knowledge and skills in planning and design. The

online 36-hour Master of Heritage Resources Administration (MHRA) combines historic preservation coursework with training in public and nonprofit administration through a partnership with the Martin School of Public Policy and Administration. This degree provides mid-career professionals with a pathway to advancement and leadership within their organizations. A 12-credit-hour Graduate Certificate in Historic Preservation (both online and on campus) is available to graduate students enrolled in other programs and working professionals seeking to develop fundamental knowledge of preservation practice and theory. An Undergraduate Certificate in Historic Preservation introduces students to the history and theory of historic preservation, detailed examination of human relationships to place, and the role revitalization plays in community planning and economic development. The department also has an active student organization that coordinates lectures and events.

The department places strong emphasis on service and community engagement. Preservation is simultaneously local and global, and active involvement with professional bodies, nonprofit organizations, and community groups has fostered a large and varied network that supports teaching and research. Students learn preservation practice partly through extensive fieldwork and interaction with communities in central Kentucky and beyond. This makes Lexington and the surrounding area a laboratory for learning about the meanings people attach to natural and cultural heritage and associated debates while contributing to the betterment of the Commonwealth.

### **Department of Product Design**

The newest addition to the College's academic units, the Department of Product Design, began in 2020 as the first and only product design program in the Commonwealth of Kentucky. Informed by established fields such as industrial design and interaction design, product design spans the entirety of the design process from initial research and opportunity identification through development, delivery and evaluation of long-term impacts of designed solutions. Students hone their design process against a backdrop of varied project and product types, including physical, digital, and system and service outcomes. Regular collaborations with college, university and external partners provides a bridge to varying scales of design application across a range of industries.

The Department of Product Design offers a Bachelor of Science in Product Design (120 credit hours), with a curriculum composed of core technical skills in form development, computer-aided design, prototyping, and manufacturing processes, as well as critical conceptual skills in ethics, impact assessment, and collaboration methods. This curriculum has been developed with input from design professionals and representatives from across

the academy to provide a balanced offering of industry preparation and intellectual exploration necessary to tackle the design problems of the future.

Signature features of the Product Design curriculum include a series of human-centered design courses shared with the Biomedical Engineering undergraduate program and a suite of variable-credit, guided elective modules in the following areas: Design Competencies, Design Management, Social Impact + Innovation, Advanced Materials + Processes, Professional Development, and Healthcare. These elective areas provide a mechanism for remaining agile and responsive to changes in the design industry and disciplines and as a pilot for curricular evolutions.

Unit faculty bring experiences from corporate and consulting design practice across a range of sectors including housewares, toy design, medical device design, graphic design, digital/interaction design, digital fabrication, and furniture design, as well as art, engineering, architecture, and aviation backgrounds. Within a small faculty, this diversity of experience fosters a richness in design perspectives and approaches to be shared and developed with students.

As the only product design program in the state, the Department aims to be accessible to all students and provide a pathway to a meaningful career in design previously inaccessible to students in Kentucky who desire to stay in-state for their university studies as well as non-resident students seeking a unique design education environment. Current actions that support this mission are providing all project materials for first-year students, tiered material cost support for years two through four, and an annual lecture series (10-15 working designers) to expose students to the breadth of professional practice and pathways after graduation. The year-long thesis final project is supported by professional mentors for each student throughout the research and design phases of their project.

## **The University of Kentucky**

UK is a public, land-grant, Research I, Carnegie Foundation Community Engaged university, and is the Commonwealth's flagship institution. UK's mission is to advance Kentucky - its health, its economy and its quality of life. It accomplishes this mission by playing a critical leadership role in promoting health, inclusion and belonging, economic development, and human wellbeing through excellence in teaching, research, and societal engagement. The University is home to nearly 34,000 students and 25,000 employees, of which nearly 3,000 are full-time faculty and 14,000 are full-time staff. The University is one of eight institutions in the country with a major academic medical center, land grant status, and a full spectrum of academic colleges and professional schools on one contiguous campus. As such, UK is an incubator for transdisciplinary research. These collaborations allow researchers and learners to address the rapidly changing needs of Lexington, the Commonwealth, and global society.

The University of Kentucky consists of 16 academic and professional degree-granting colleges where students can choose from more than 200 majors at the undergraduate and graduate levels. Supporting the scholarly community is a comprehensive library system, off-campus centers for research and teaching, and the Cooperative Extension system in the state. UK is more diverse now than at any other time in its nearly 160-year history and has a strong commitment to creating a community of belonging. UK's student body represents about 100 countries, all 50 states, and all 120 Kentucky counties. The University reached historic enrollment, retention, and graduation rates in 2023, while enrolling a significant proportion of first-generation students.

## **The City of Lexington**

Lexington ([www.visitlex.com](http://www.visitlex.com)) is a distinctive place in which to live, work, and study. Lexington is situated on a gently rolling plateau in the inner Bluegrass Region of Kentucky. The Bluegrass is noted for its scenic beauty, fertile soil, excellent pastureland, and horse and stock farms. The second largest city in Kentucky, Lexington has a diverse population of more than 325,000 people. Lexington has a diversified economy with large sectors in health care, education, professional services, technology, and manufacturing. The city boasts a thriving arts culture with numerous venues and programs for visual and performing arts. Performance spaces range from the indie music venues like The Burl to historic theaters, including the Opera House, Lyric Theater, and Kentucky Theater, to Rupp Arena. Visual arts venues include numerous private and non-profit galleries, the UK Art Museum, and the Pam Miller Downtown Arts Center. Four distinct seasons, along with proximity to a diverse range of natural areas and the Appalachian region, create opportunities for a wide range of outdoor recreation activities. Within its urban area,

Lexington recently completed the Town Branch Commons, a public-private park and trail system through downtown and has now embarked on construction of the Town Branch Park. These urban spaces connect via shared-use paths with rural landscapes on the edge of town. The city also hosts a lively seasonal activities calendar including horse racing at Keeneland and the Red Mile tracks, the Thursday Night Live weekly live music art, performance, and food festivals as well as multiple farmers markets. Lexington is one of the most highly educated cities in the United States and has a tradition of LGBTQ+ inclusion.

## **Position Summary**

The Dean of the College of Design reports directly to the University's Provost and has responsibility for all operations, personnel, programs, and resources in the College. As a chief administrative officer of the College, the Dean works collectively with academic leadership, including other deans, and with various other units on campus. The Dean has authority for the management and coordination of the College of Design and for implementing its plans, educational programs, services, and scholarly endeavors. The College of Design's school directors, department chairs, associate deans, and assistant deans report directly to the Dean. The Dean functions within the Rules of the College of Design and within a culture of shared governance that values the contributions of all members of the College.

## **Responsibilities**

- Serving as a chief administrative officer for the College, reporting directly to the Provost as noted in Governing Regulation VII. Meeting regularly with the Provost, members of the Office of the Provost, and with other deans for collaborative discussions.
- Administering the educational, research, and service work of the College, and its efficient conduct and management in all matters not specifically charged in the University Governing Regulations.
- Ensuring that the University Governing Regulations and Administrative Regulations are followed appropriately in all processes and procedures.
- Managing the College budget and positioning it for success under the University's financial allocation models that incentivize institutional priorities such as student enrollment and retention, delivery of curriculum, external funding, and other factors and shared values important to the University.
- Leading a comprehensive philanthropic and development strategy for the College in coordination with the University's Office of Philanthropy.



- Emphasizing wellness and well-being for all faculty, staff, and students.
- Ensuring inclusion is prioritized to create an environment of belonging for faculty, staff, and students of all identities and perspectives. Shepherding a culture of collaboration and shared governance and building relations with campus communities external to the College of Design.
- Ensuring the integrity, effectiveness, and compliance with University policies of all College of Design policies that relate to student selection and admission, education programs, and student support services and programs.
- Serving as an *ex officio* member of all College committees defined in Rules of the College of Design. Guiding curricular development, ensuring programs are up to date and knowledge is delivered through quality instruction.
- Conducting periodic reviews of academic units relative to their missions, administration, and finances and making recommendations for improving their performance as outlined in the administrative regulations. Supporting programmatic accreditation processes in conjunction with the academic units' leaders.
- Leading the development and implementation of a strategy that will grow the level of extramurally funded research, and the reputation of all forms of scholarship in the College of Design, in conjunction with the Associate Dean for Research and the Office of the Vice President for Research.
- Recruiting appropriate school directors, department chairs, associate deans, assistant deans, and key administrative staff to fulfill specific administrative responsibilities and to advance the College's mission and academic goals.
- Supervising and supporting direct reports including the school directors, department chairs, associate deans, assistant deans, and key administrative staff of the College.
- Supporting the recruitment of faculty members in the academic schools and departments to ensure the continued excellence of instruction and scholarly effort in the College of Design.
- Making recommendations on appointments, reappointments, terminal appointments, decisions not to reappoint, post-retirement appointments, promotions, granting of tenure, salaries, and salary changes for members of the College when such authority has been delegated by the President or Provost.
- Overseeing the annual performance evaluation of all faculty. This includes conducting the evaluations of all direct reports and reviewing and approving the performance evaluations of faculty submitted by the school directors and department chairs.

- Ensuring responsibility for the assignment of duties to all personnel, and for the service provided by the faculty of the College, individually and wholly.
- Assuming responsibility for the appropriate allocation of teaching, research, and administrative space assigned to the College of Design, periodic review of space utilization, and planning space for future growth.
- Providing leadership for alumni engagement and assisting in the alumni activities of the College's schools and departments, in conjunction with the UK Alumni Association
- Partnering, participating in planning, and developing public relations and marketing activities with the University central units and in ways that support and align with the institution's mission and strategic plan.
- Assuming such other duties and responsibilities as may be requested by the Provost.

### **Leadership Goals**

The next Dean of the College of Design will lead significant opportunities and challenges. Among the responsibilities assigned to the position, the Dean should give particular attention to the following leadership goals:

- Collaborative development of a strategic plan that will guide the College of Design's trajectory through the next six years.
- Strategic development of student recruitment and admissions processes, planned enrollment growth, and continued high retention in undergraduate programs.
- Strategic research development to grow a larger externally funded research project portfolio in the College that recognizes the multiple forms of scholarship undertaken by design faculty.
- Graduate program planning and development that grows under-enrolled programs and supports strengthened links between graduate design programs and design scholarship.
- Continued facilities development to ensure adequate space for enrollment growth and allotment of faculty research space aligned with growth in scholarship and community engagement.
- Continued development of Design Studies and other non-design degree educational offerings to extend knowledge of design fields and their connections to contemporary social/environmental issues and to ensure greater revenue balance with the College's commitment to excellence in studio education.

- Capitalizing on the College of Design's new location in the Gray Design Building, and its anchor position in UK's designated Innovation District, growth of transdisciplinary connections on and off campus that will create new opportunities in research and education.

### **Candidate Qualifications**

- An outstanding record of scholarly/creative achievement that warrants appointment as a tenured, full professor in the College of Design.
- A substantial record of collaboration with university, professional, community, and government groups.
- Progressive academic administrative leadership experience arising from a senior level administrative role such as department chair, associate dean, or dean.
- A terminal professional design degree with professional certification or a Ph.D.

### **Preferred Experience and Qualifications**

- Candidates should demonstrate an ability to lead the College in a way that balances academic excellence, the intimate quality of the programs, and revenue that supports achievement of the College's multiple missions.
- Candidates should support the vision and mission of all academic units by building upon the College's shared purpose while recognizing each unit's distinctive qualities and aims. The Dean should demonstrate strong leadership for excellence and integrity in education, possess a clear intellectual vision, and use their interpersonal and communication skills to inspire students, faculty, and staff around design education and scholarship.
- Candidates should have a demonstrable commitment to leadership that advances inclusion and belonging and the skills in communicating, collaborating with, and supporting a diverse community.
- Candidates should be able to recognize and support the strengths of the faculty, students and staff and be eager to participate in the academic life of the College, including in reviews of student work.
- Transparency in decision-making is a priority in the College of Design. Candidates should demonstrate an ability to communicate easily and build effective relationships with the directors and chairs to enable them to lead their units. The future Dean will need to maintain trust and open communication with the faculty, with the staff, and with the students and their organizations.

- Candidates should have academic administrative experience in the management of personnel and financial resources. They should be able to work with complex budgets to facilitate the College's financial performance within the University financial allocation models.
- Candidates should be ready to develop and implement a strategic plan for the College's sustainable fiscal future, growth of research and graduate programs, and continued capacity and quality of facilities.
- Experience and a willingness to fundraise, through philanthropy and by building strategic partnerships for funded research, will be crucial to the continued success of the College.
- Candidates will serve as the leading public face of the College and, therefore, must have the ability to translate the important work being done within the units to communities beyond the College. Collaborating with faculty and staff in engagement with College of Design stakeholders throughout the Commonwealth of Kentucky will be essential, from alumni and professional associations to industry partners and community organizations. Candidates should be willing to build relationships with other colleges and centers across the University and to represent College interests to the University administration.
- Candidates should be able to use their professional networks and support the faculty in growing a collective network that will lead to opportunities for the College, the units and individual faculty and students.
- Candidates should demonstrate the ability to lead the College of Design in developing a network among design schools nationally and internationally to create opportunities for a broad range of programs for student and faculty exchanges.
- Candidates should be able to contribute to the University's strategic direction through constructive engagement with UK administration and by supporting faculty participation in university-level service and leadership.

### **Personal Competencies**

- Commitment to advancing inclusion and belonging using communication and collaboration to support a diverse community of students, staff, and faculty.
- Capacity to lead strategic decision-making processes and to organize the execution of plans while inspiring consensus, using good judgment, advancing inclusion, and belonging, and adjusting to fresh thinking and situational shifts.
- Ability to build a collaborative culture with an open and accessible leadership and communication style.

- Promotion of a process of engaged decision making in which authority and accountability are delegated in alignment with a shared strategic direction. Seeking feedback and appropriately acknowledging the contributions of team members.
- Commitment to and communicated expectations for excellence, integrity, and ethical actions in oneself and team members.
- Ability to utilize authentic communication skills that emphasize active listening and the willingness to learn from others, along with the ability to communicate openly and with respect, and the emotional intelligence to build and inspire trust.