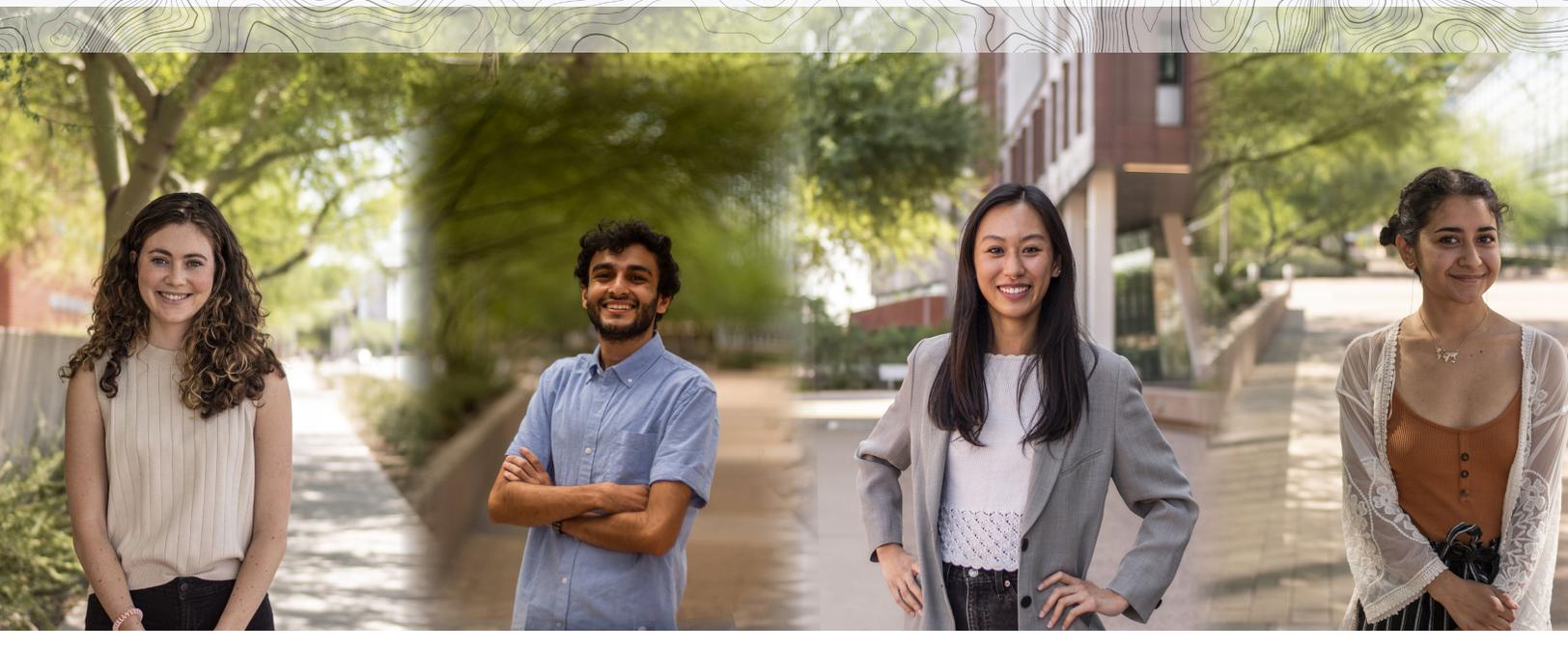




ASU Department
of Psychology
Arizona State University

Chair Search Resource Document for the **ASU Department of Psychology**



The Opportunity

Arizona State University, a leading public research university that is rated first in the U.S. for innovation, seeks a dynamic, forward-looking chair for the Department of Psychology, with a concurrent appointment as a tenured Professor. The anticipated start date for this position is July 1, 2023. ASU is a dynamic, internationally-recognized institution dedicated to interdisciplinary collaborations, rethinking university education, and integrating excellence in research, teaching, and service. Guided by its mission of inclusivity, ASU serves more than 150,000 students on five campuses in the Phoenix metropolitan area, one of the fastest growing urban centers in the nation, and globally through ASU Online.

The new chair of the Department of Psychology will lead a large, complex, and strong unit that is undergoing significant growth. The Department is home to 52 tenured/tenure-track faculty, 14 instructional faculty, 8 research faculty, and 24 core staff, along with research staff, postdocs and doctoral teaching and research assistants. They work to educate 3100 undergraduate majors in Psychology and Neuroscience and over 150 graduate students, delivering courses that fill 19,000 seats annually. Faculty are grouped into six areas: Behavioral Neuroscience and Comparative Psychology, Clinical Psychology, Cognitive Science, Developmental Psychology, Quantitative Psychology, and Social Psychology. Community engagement is an important component of the Department's mission with initiatives such as the Clinical Psychology Center, Child Study Lab, REACH Institute, and Psych for Life.®

Reporting to the Dean of Natural Sciences within The College of Liberal Arts and Sciences, the new Chair will be a respected leader who is passionate about creatively advancing access and excellence in both education and research; someone with the capacity to engage faculty across the breadth of areas within the department while sustaining a culture of collaboration within and beyond the school. The new chair will be an inclusive relationship builder who will lead the department and its energetic and engaged community of educator-scholars into the future by strategically identifying and fostering areas for additional growth, innovation, and partnership. The new chair will be dedicated to supporting ASU's charter, the success of our diverse student population, and the health of ASU's broader community.



About the Department

Our Department has a rich history, with a mission to create cutting-edge psychological science and produce first-class instructional programs for undergraduate and graduate students, all within the context of the ASU's Charter and Design Aspirations.

These ideals include notions of creating intellectual fusion with related disciplines resulting in transdisciplinary approaches to major social issues; being socially embedded in our community and leveraging place to maximize our local impact as well as our national stature; contributing to societal transformations in ways that facilitate greater well-being; and being entrepreneurial in our pursuits. We have engaged each of these, and the other, New American University design imperatives.

We comprise approximately 52 tenured/tenure-track faculty (with several serving significant administrative roles, as University Provost and as deans within The College), 14 instructional and clinical faculty, 8 research faculty, 24 core staff members, plus many research staff members, postdocs, and doctoral teaching and research assistants. In all, approximately 350 individuals are on departmental payroll (including research grants).

We are a research-active department, in terms of quantitative productivity and, more important, quality. Our faculty and students publish frequently in high-impact journals, receive research awards and recognitions, collaborate at high levels amongst themselves and with investigators across ASU and elsewhere, etc. We also generate, historically, \$13-15M in annual grant expenditures. (These numbers have reduced somewhat during the pandemic.) We engage in a number of university research initiatives and priorities, including those related to addiction, prevention/dissemination/implementation, health, neuroscience, and sustainability.

Our undergraduate programs are growing. We now have over 3,100 undergraduates majoring in our Psychology and Neuroscience

degrees, and we fill approximately 19,000 seats in our undergraduate courses each year. At the graduate level, we have six doctoral-level foci (Behavioral Neuroscience & Comparative Psychology, Clinical Psychology, Cognitive Science, Developmental Psychology, Quantitative Psychology, Social Psychology), serving approximately 95 students, as well as a two-year MS in Applied Behavioral Analysis (approximately 40 students per cohort), an online MA in Political Psychology in collaboration with the School of Politics and Global Studies (approx. 40 students per cohort), a new online MA Addictions program beginning this fall, an online certificate program in Addictions (76 students currently enrolled), and a certificate program in Applied Prevention Science that we're phasing out.



To help manage this student load, in addition to faculty leadership positions, we have undergraduate advising (N = 6) and graduate advising (N = 2) staff teams. Moreover, as one aspect of our broader Psych for Life® initiative, we have committed over the past few years increased faculty, staff, and financial resources (much of it philanthropic) to student success, career preparation, and—especially within the context of COVID—student wellbeing.

We take our community-serving mission seriously. Included in these efforts are our Clinical Psychology Center, Child Study Lab (preschool), REACH Institute, outward-facing components of our Psych for Life® initiative, and many other outreach programs (e.g., Brain Fair).

Across missions and efforts, the Department is committed to fostering an environment that values and promotes diversity, equity, inclusion, and belonging among its students, faculty, and staff. We are continually engaged in the identification and correction of barriers to participation and representation. Our DEIB committee—Psych for All—comprises a wide range of departmental stakeholders, with the goal of making tangible this commitment through specific initiatives, activities, programs, and policy recommendations.

We are financially entrepreneurial, supplementing traditional ways of generating revenue (e.g., student enrollments, new academic programs, external grants) with enhanced efforts at philanthropy/fund-raising—we have raised approximately \$2.3 million over the past five years in direct donations and short- and long-term commitments—and with in-development Psych for Life® offerings.



Excellent faculty who conduct important research

Faculty conduct research across behavioral neuroscience and comparative psychology, clinical, cognitive science, developmental, quantitative, and social psychology.

Our department averages \$13-15 million in research expenditures each year, ranking #11 in HERD research expenditures for schools without a medical school.

Most importantly, the faculty and staff in the department work like a family and the closeness allows us to be great as a department within a large research 1 university.

Many staff members have been in the department for decades and staff retention is very high.



Psychology by the numbers

19000 seats in undergraduate courses

2900 psychology undergraduates

700 neuroscience undergraduates

95 doctoral students

~200 master's students

6 PhD training areas

3 master's programs

52 tenure track faculty

350 staff on department payroll

50+ research labs

13-16 million in NSF expenditure

47% students of color

38% pell grant eligible

33% first in family to attend college

1300 incoming students (PSY/NEU)



ASU Department
of Psychology
Arizona State University

An award winning research environment driven by access, inclusion, and excellence.

Our researchers and teachers offer amazing opportunities to both undergraduate and graduate students to make lasting change in the real-world, through course work, research, and community-based interventions. We teach our students fundamental scientific methods, help them develop their critical thinking and communication skills, and provide them opportunities to translate research knowledge into practical impact.

Students in the Department of Psychology come from around the world and from a variety of socioeconomic backgrounds. This diversity in subject and background creates meaningful research and experiences. With over 3,000 students pursuing a degree in the psychology, 47% are students of color, 38% are Pell grant eligible, and 33% are the first in their families to attend a university.





Research and mentorship

Undergraduates and graduate students actively work with award-winning faculty, like Arizona Biosciences Educator of the year, Heather Bimonte-Nelson, who researches how hormones like estrogen and progesterone affect the brain. The work happening in the Behavioral Neuroscience of Memory and Aging lab is highly relevant to the study of understanding normal aging processes as well as Alzheimer's disease.

Dedicated to discovery

The Department of Psychology at Arizona State University is dedicated to engaging bold scientific enterprise, developing innovative psychological methods and integrating students into the excitement of psychological discovery in both the classroom and the laboratory.



A promise: Psych for Life®

We will be at your side, not just during your time here at ASU but also long after. Scientific psychology has much to offer as we navigate romantic relationships and friendships, parenting and work lives, mental and physical well-being, community building, and a host of other central domains of life. You should have access to leading-edge, evidence-based information about how to enhance the quality of your lives.

Diversity Mission Statement



The Department of Psychology at Arizona State University is committed to fostering an environment that values, prioritizes, and promotes diversity, equity, inclusion, and belonging among its students, faculty, and staff. The Department is continually engaged in the identification and correction of barriers to participation and representation in all departmental activities and functions. To that end, the Department has formed a committee—**Psych for All**—comprising representatives of departmental stakeholders. The mission of Psych for All is to materialize the Department’s commitment to diversity, equity, inclusion, and belonging as specific initiatives, activities, programs, and policy recommendations.

The Department acknowledges that our institution, Arizona State University, is situated on the ancestral lands of Indigenous nations. We thank the Native communities of the Salt River Valley—including the Akimel O’odham and the Pee Posh nations—who have inhabited this place for centuries, and whose stewardship of the land and waterways allows us to be here now.

DEIB Objectives:

- To provide a safe and supportive environment for addressing issues related to diversity, equity, and inclusion.
- This may include advocacy and mediation of acute issues, and the development of programs to increase awareness and appreciation of diversity issues.
- To create initiatives to increase diversity of department, curriculum, and field.
- This may include identifying barriers that disproportionately affect minority groups, developing initiatives to promote diverse representation across levels in the community, and promoting diversity in guest speakers, and in the research and the researchers represented in our curriculum.
- To advise on practices to protect and promote diversity via departmental and university-level practices/procedures.
- This may include providing guidance during hiring, admission, programmatic milestones, retention, promotion, recognition, evaluation, and access to financial resources.

Example Initiatives: Energize



The ENERGIZE Psychology Research Initiative helps connect students with meaningful research lab experience during their undergraduate career.



Leadership Opportunities

The Chair will lead a large, complex department that is focused on further enhancing growth, access, and excellence in an institution that is known for innovation and impact. The Chair will work collaboratively with faculty, staff, and students to develop the Department's next strategic plan and then use that plan as a road map to capitalize on opportunities that leverage the Department's strengths to advance its mission within and beyond the institution.

The Department's interests are diverse and extend beyond those of a traditional psychology department. The next Chair will value the breadth and distinctiveness of the department, have an interest in communicating its successes across all areas, and work to further enhance its already strong reputation within and beyond ASU. The Chair will also continue to foster the Department's strong sense of community and be an advocate for its faculty, staff, and students.

With its continued growth in enrollment (10% per year), the Department is exploring new curricular options, new modalities of teaching, and different student experiences to accommodate that growth. The new Chair will have the opportunity to think big about how to achieve meaningful student engagement in psychology at this scale in a way that supports ASU's mission to include a diverse student population and foster their success.

At the same time as student enrollments grow, there is an expectation that faculty (and their graduate students) will sustain their research productivity and community engagement. As faculty, staff, and graduate students take on additional responsibilities, the Chair will have the opportunity to develop creative ways to balance the demands to maintain unit cohesion, morale, and productivity. The Chair will be expected to advocate for new positions within ASU, take an entrepreneurial approach toward new programs/ideas (including cross-unit collaborations), and further external partnerships/community engagement. The Department's Psych for Life® initiative is a broad umbrella that has significant opportunity for expansion. Together with other ongoing programs such as the Research and Education Advancing Children's Health (REACH) Institute, the Clinical Psychology Center, and the Child Study Lab there is a strong foundation upon which to build. The Chair will also be expected to expand the Department's growing culture of philanthropy through friend raising and fundraising.

The next Chair will thrive in a fast-paced environment that is ripe with opportunity to foster growth and innovation that further positions the Department of Psychology for ongoing success.

Principal Responsibilities

The Chair's responsibilities include (not in priority order):

- Provide intellectual leadership and a strong commitment to the education (undergraduate and graduate), research programs, and outreach initiatives in the Department of Psychology.
- In collaboration with ASU leadership and Department of Psychology faculty and staff, develop a collective vision and implement a strategic direction that fosters academic excellence, research growth, cross-unit collaboration, and community engagement that is aligned with institutional priorities.
- Foster a department culture that integrates and supports tenure/tenure track faculty, teaching/clinical/research faculty, and staff in a strong, cohesive community environment.
- Creatively leverage and manage resources (financial and people) to fuel Departmental aspirations.

Principal Responsibilities, Continued

- Engage in fundraising and other resource development activities.
- Build networks that forge and strengthen alliances between the Department, other ASU units and external partners.
- Foster efforts to enhance student access, improve student experiences and career preparedness, and elevate student success.
- Facilitate growth of the Department of Psychology's research program.
- Oversee the operation and management of the Department's undergraduate and graduate academic programs, including academic quality, and identification of new areas of opportunity for curriculum and program development, as well as new modes of course delivery.
- Enhance and further integrate diversity, equity, inclusion, and justice initiatives.
- Recruit, retain, and support excellent faculty and staff.

Qualifications

Minimum Qualifications

- An earned doctorate in psychology or a related field.
- A record of distinguished scholarly research and professional accomplishments that merits appointment as a full professor with tenure.
- Demonstrated leadership experience.
- A demonstrated commitment to supporting and enhancing diversity, equity, and inclusion.

Desired Qualities

- Demonstrated commitment to lead with integrity, honesty, and transparency
- Evidence of problem-solving skills
- Evidence of effective communication/active listening skills
- Experience envisioning and implementing strategic plans
- Evidence of fundraising experience
- Evidence of entrepreneurial approach, including commitment to establishing/nourishing partnerships within and outside ASU
- Administrative leadership experience in a higher education setting
- Experience managing people, undergraduate and graduate programs, and budgets
- Outstanding research experience, including evidence of research funding, and scholarly achievement in one of the areas represented in the department
- Demonstrated support for innovative teaching practices
- Demonstrated success in supporting and enhancing diversity, equity, and inclusion among faculty, staff, and students
- Experience teaching diverse student populations
- Experience recruiting, retaining, and supporting/protecting diverse faculty and staff





Arizona State University

Arizona State University has developed a new model for the American research university, creating an institution committed to excellence, access and impact — the New American University: A comprehensive public research university, measured not by whom it excludes, but by whom it includes and how they succeed; advancing research and discovery of public value; and assuming fundamental responsibility for the economic, social, cultural and overall health of the communities it serves. Eight design aspirations guide the ongoing evolution of ASU. These institutional objectives are integrated in innovative ways throughout the university to achieve excellence, access and impact.

ASU has been named the most innovative university in the nation for six years in a row, recognizing the university's culture of groundbreaking research and partnerships, as well as its commitment to helping students thrive in college and beyond. The ASU faculty is at the forefront nationally in advancing research and discovery. The university's more than 3,400 faculty members inspire new ways of thinking, innovating and solving problems socially, culturally and economically in our region and in the international community. ASU has doubled its research funding and been recognized as one of the fastest-growing research universities in the nation over the past 10 years. ASU reported more than \$670 million last year in research expenditures in 2020, up from \$660 million the prior year.

Leverage Our Place

Value Entrepreneurship

Enable Student Success

Be Socially Embedded

Transform Society

Conduct Use-Inspired Research

Fuse Intellectual Disciplines

Engage Globally

5
MacArthur Fellows

5
Nobel Laureates

7
Pulitzer Prize winners

9
National Academy of Engineering members

36
Guggenheim fellows

143
National Endowment for the Humanities Fellows

251
Fulbright American Scholars

25
National Academy of Sciences members

3
National Academy of Medicine members

7
National Academy of Education members

8
National Academy of Public Administration members

The College of Liberal Arts and Sciences

As the foundational core of the New American University, The College fosters educational excellence and interdisciplinary inquiry through a unique blend of programs in the humanities, natural sciences and social sciences. Our diversity and dynamism serve as an incubator for continued growth and development in any field of study, from space exploration and medicinal chemistry to historical and global studies.

95+
undergraduate
majors

150+
graduate
programs

23
schools and
departments

50+
research centers
and institutes

67,600+
students enrolled
in The College
courses

14:1
student-to-faculty
ratio

768
tenured and tenure-
track faculty

1,242
faculty members

3
Pulitzer Prize winners

4
MacArthur Fellows

3
Nobel Laureates



Greater Phoenix

Climate

Enjoy 300 days of sunshine a year and an average temperature of 76 degrees.

Arts and Culture

Greater Phoenix is a rich arts and culture environment with diverse museums, theater, concert halls, and cultural centers, such as the renowned Heard Museum, Phoenix Art Museum, Arizona Science Center, Phoenix Symphony, Arizona Opera, Ballet Arizona and the Arizona Theatre Company.

Outdoors

Phoenix has a number of lakes just a short drive away offering opportunities for boating, sailing, windsurfing, water and jet skiing, fishing and more. The area is home to dozens of parks and preserves — both in and around the city — with hundreds of miles of multiuse trails for hiking and biking. The state is home to three national parks, including the Grand Canyon, and other popular destination spots like Sedona.

Sports

All four of Arizona's major professional sports teams — Arizona Cardinals (NFL), Phoenix Suns (NBA), Arizona Diamondbacks (MLB) and Arizona Coyotes (NHL) — call the metro Phoenix area home, as do the Phoenix Mercury (WNBA), Arizona Rattlers (IFL) and Phoenix Rising FC (USL). The area has over 170 golf courses.

Cost of Living

Greater Phoenix offers the diverse amenities of a major metropolitan region without the high cost of living. As the fifth largest state in the U.S. and one of the most dynamic and rapidly growing regions in the nation, living and working here is both exciting and affordable.

Low Tax Position

Low personal income taxes and low effective property tax rates offer affordability and opportunities for everyone to thrive.

Business and Industry

Arizona is home to a surging industrial ecosystem, early stage entrepreneurs, and tech-savvy millennial talent who are breaking new ground across a wide range of industry growth sectors. What's more, Arizona offers a robust portfolio of programs and resources supporting both large and emerging tech companies. The state's rich startup culture continues to thrive and is a preferred choice for technology companies seeking growth. Leading startups have collectively taken advantage of Arizona's high-skills talent base. Arizona's solid reputation and assertive stance on innovation led Fast Company to rank Arizona No. 1 in the country for "entrepreneurial activity."



Applications, nominations, and expressions of interest

AGB Search is pleased to assist Arizona State University with this search.

To apply for the Chair of the Psychology department position, candidates **are requested to submit the following:**

- A curriculum vitae
- A letter of interest that addresses the leadership opportunities in the profile
- A statement that addresses how your past and/or potential contributions to diversity and inclusion will advance ASU's commitment to inclusive excellence
- Contact information for four references (to be contacted with candidate's permission at a later date)
- Send materials (in Word or PDF) to ASUPsychologyChair@agbsearch.com by November 2, 2022 for best consideration.

Nominations and expressions of interest in the Chair of the Psychology Department opportunity are encouraged. Please direct them to ASUPsychologyChair@agbsearch.com or to the AGB Search consultants listed below.

Nancy Targett, PhD, Executive Search Consultant,
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kimberly.templeton@agbsearch.com C: 540-761-9494
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Arizona State University is a VEVRAA Federal Contractor and an Equal Opportunity/Affirmative Action Employer. All qualified applicants will be considered without regard to race, color, sex, religion, national origin, age, disability, veteran status, sexual orientation, gender identity or any other basis.

