



**AZUSA PACIFIC**  
UNIVERSITY



Dean, College of Arts,  
Humanities, and Sciences  
Opportunity Profile



## ABOUT APU

At Azusa Pacific University (APU), we work together as a team of difference makers to advance the work of God in the world through scholarship, teaching, and building disciples across all levels and delivery systems of collegiate education. When Azusa Pacific was founded in 1899 as the Training School for Christian Workers, that modest beginning came with the bold resolve to forge an educational enterprise that would impact the world for Christ. This foundational understanding of our common purpose finds expression in our Mission Statement.

As an evangelical Christian university, APU affirms the supremacy of Christ in all areas of life. Our beliefs and values exist at the core of the university. Find out more about where APU stands as a faith community by reading the following document, and learn more about [What We Believe](#).

### APU MISSION

*"Azusa Pacific University is an evangelical Christian community of disciples and scholars who seek to advance the work of God in the world through academic excellence in liberal arts and professional programs of higher education that encourage students to develop a Christian perspective of truth and life."*

# APU STATEMENT OF FAITH

As an educational institution with a Wesleyan tradition at its core, it seems natural to us to embrace a statement of faith that is common among many Christian traditions.

- We believe the Bible to be the inspired, the only infallible, authoritative Word of God.
- We believe that there is one God, Creator of heaven and earth, eternally existent in three persons—Father, Son, and Holy Spirit.
- We believe in the deity of our Lord Jesus Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, and in His ascension to the right hand of the Father, and in His personal return to power and glory.
- We believe in the fall and consequent total moral depravity of humanity, resulting in our exceeding sinfulness and lost estate, and necessitating our regeneration by the Holy Spirit.
- We believe in the present and continuing ministry of sanctification by the Holy Spirit by whose infilling the believing Christian is cleansed and empowered for a life of holiness and service.
- We believe in the resurrection of both the saved and the lost; those who are saved to the resurrection of life and those who are lost to the resurrection of damnation.
- We believe in the spiritual unity of believers in our Lord Jesus Christ.



# APU MOTTO

## ***GOD FIRST***

The earliest declaration of the university motto, *God First*, appeared in the early part of the 20th century, reflecting the community's desire and commitment that the institution remain spiritually alive and vitally Christian. An early publication affirms that heartfelt intent, stating, "It is the foremost thought of our every activity, the principal lesson of every class and the utmost desire of every soul." Our *God First* approach infuses how we move forward into God's preferred future, holding fast to our identity, mission, and purpose.

These two words exemplify a guiding principle for us that captures and focuses our commitment to providing the highest levels of education and service to our students, our community, and the larger world. As an institution of higher education, we see beyond the bricks and mortar and consider our university to be a living structure, composed of competent and compassionate believers who vitalize our mission and purpose with an understanding of the distinct calling Azusa Pacific has, to be an excellent academic institution distinguished, too, by our warmth, our relational nature, and our desire to serve the world as Christ followers.





## APU HISTORY

*God First* since 1899. More than a century later, Azusa Pacific remains committed to the vision on which it was founded—preparing disciples and scholars to go out and make a difference in the world for the cause of Christ.

### Modest Beginnings

Azusa Pacific University, one of the largest Christian universities in the nation, began on March 3, 1899, when a group of women and men passionate about creating a place for Christian education gathered to form the Training School for Christian Workers. It became the first Bible college on the West Coast geared toward preparing men and women for ministry and service. Meeting in a modest home in Whittier, California, and led by President Mary A. Hill, the school grew to an enrollment of 12 in its first term.

The early years of growth saw the school relocate and change leadership several times. Then, following mergers with three Southern California colleges, the university relocated in 1946 to the city of Azusa, where it resides today.

# A Leader in Christian Higher Education

Today, APU with more than 6800 students, offers 70 bachelor's degrees, 44 master's degrees, 25 certificates, 8 credentials, and 9 doctoral programs at the university's main campus in Azusa, six regional locations, and online. The university holds accreditation from the WASC Senior College and University Commission as well as 14 other specialized accreditations. APU professors serve as expert resources, coming alongside students' academic endeavors while pursuing their own professional development and lifelong learning. APU students benefit from small classes and personal interaction with faculty members who often take time to mentor students and host small study groups. Fulbright scholarships enable more than 1,900 U.S. students, artists, and other professionals to benefit from unique resources in more than 140 countries each year, providing the opportunity to gain international competence in an interdependent world.

The university's award-winning intercollegiate athletics program consists of 18 teams. Before becoming a member of the National Collegiate Athletic Association (NCAA) Division II in fall 2012, Cougar Athletics won an unprecedented eight consecutive National Association of Intercollegiate Athletics (NAIA) Directors' Cup awards.





## PRESIDENT – ADAM J. MORRIS, PhD

Adam J. Morris, PhD has served as Azusa Pacific University's 18th president since July 1, 2022. Steadfastly devoted to the University's mission to provide Christ-centered academic excellence, Morris notes that "APU's passion for the Gospel of Jesus Christ could not be stronger, and we are on-mission to touch the lives of our students in profound ways, so that they might fully live into God's call on their lives. As we celebrate this special 125th anniversary year, we honor our rich past, and look forward to our promising future—extending APU's legacy of transformation to include new generations of disciples and scholars."

Morris is an accomplished senior administrator in Christian higher education with a deep love for the Lord, a genuine heart for students, and a high regard for the transformative role of an engaged faculty. He excels at mobilizing staff around a compelling vision, with specific gifting in the area of strategic planning and transformation and a rich history of securing significant external financial support to advance the mission of an organization. Entrepreneurial, innovative, collaborative, and discerning, President Morris has more than 30 years of experience in Christian higher education.



## PROVOST/CHIEF ACADEMIC OFFICER – ANITA HENCK, PhD

Anita Fitzgerald Henck, PhD, enacts the mission of the university by holding the faculty in high esteem, elevating academic excellence, and ensuring the education of the whole student.

Henck's expertise lies in aligning programs/institutions with best academic practices; developing innovative curriculum and student service programs; building strong, healthy teams; and leading turnaround assignments in administrative areas. Her experiences and responsibilities at Azusa Pacific University, Eastern Nazarene College (Quincy, MA), and American University (Washington, DC) have included assignments as dean, department chair, program director, faculty member, vice president, board/press liaison, policy and speech writer, ombudsperson, and assistant to the president and provost.

Prior to her role as provost, Henck served as dean of APU's School of Education since 2011, where she provided turnaround leadership during major transition, improved enrollment, enhanced fiscal health, led a team that reshaped the curricular portfolio, redesigned the EdD in Educational Leadership program with a 96 percent completion rate, and launched the Next Generation Superintendent's professional development group.



# POSITION DESCRIPTION

Azusa Pacific University seeks an outstanding academic leader for the position of **Dean of the College of Arts, Humanities, and Sciences.**

The College of Arts, Humanities, and Sciences, with a launch date of July 1, 2024, represents a merger of two current colleges – the College of the Arts and the College of Liberal Arts and Sciences. Reporting to the Provost, the Dean of the new College of Arts, Humanities, and Sciences is responsible for the leadership, planning, direction, and management of the full range of undergraduate and graduate programs offered by the College. The Dean will collaboratively and creatively advance the scholarship, research, and integration of faith and learning for a dynamic learning community with strong enrollment. APU seeks a leader with a successful history of leading in a complex environment who understands the breadth and complexity of the disciplines represented, accreditation and licensure, diverse student populations, and current trends in higher education.

The faculty and staff see an opportunity for an inspirational visionary to create a unified identity for the College, fostering a sense of community and belonging across schools and departments, and clarifying how its distinctive parts fit together to fulfill its mission and that of the University. The possibilities exist for greater integration, interdisciplinary, and inter-professional opportunities among the arts, humanities, and sciences and across the campus. Recruiting, developing, and retaining a diverse faculty and staff, continuing to build financially viable programs, and representing the College with internal and external stakeholders will be a top priority of a successful Dean.

# Qualifications, Characteristics, and Attributes

The Dean of the College of Arts, Humanities, and Sciences will be the academic, administrative, and community leader, providing a defining role during a time of change and transition for this vibrant, engaged College. As such, a minimum of eight years of leadership experience in a complex academic environment with grant and research funding is required for the new leader.

Communication, collaboration, and transparency are essential leadership traits to advance the College and develop a multi-year plan to further opportunities as a research institution. The Carnegie Foundation designates APU as an R2 Doctoral University research institution.

The ideal candidate will have an unwavering commitment to APU's Statement of Faith and What We Believe document. They will further champion the spiritual formation and holistic development of all students in curricular and co-curricular settings to ensure that diverse learners thrive.

Other qualifications, characteristics, and attributes include:

- Record of teaching, scholarship, and service along with a terminal degree (PhD preferred)
- Transparent, collaborative leadership style
- Champion and advocate of staff, faculty, program directors, and department chairs
- Knowledge of strategic planning and implementation
- Verified servant leadership with utmost personal integrity
- Excellent relational and communicative skills
- Fiscal experience and a history of success with grants and fundraising
- Unwavering commitment to equip, promote, and enhance the integration of faith and learning across all disciplines
- Demonstrated ability to analyze and leverage data to make decisions
- Deep commitment to diversity and an equitable approach embodying a strong sense of cultural awareness
- Adept at the use of technology to complement instruction and learning
- Thorough understanding of regional and programmatic accreditation and licensure

# SCHOOL OF ARTS, HUMANITIES, AND SCIENCES DEPARTMENTS

- Department of Art and Design - Accredited: National Association of Schools of Art and Design (NASAD)
- Department of Biology and Chemistry
- Department of Cinematic Arts
- Department of Engineering and Computer Science - Accredited: Board for Engineering and Technology (ABET)
- Department of English
- Department of Mathematics, Physics and Statistics
- Department of Music - Accredited: National Association of Schools of Music (NASM)
- Department of History and Political Science
- Department of Sociology, TESOL and Modern Languages
- Department of Theater

## LOCATION

Azusa Pacific University is located in the San Gabriel Valley city of Azusa, 20 miles northeast of Los Angeles. The university also maintains several regional locations throughout Southern California, including in the High Desert, Inland Empire, Monrovia, Murrieta, Orange County, and San Diego.



## APU ANTIDISCRIMINATION POLICY

Azusa Pacific University, in accordance with applicable federal and state laws and university policies, does not discriminate on the basis of race, color, national origin, sex, age, disability, medical status, or status as a veteran. The university also prohibits sexual harassment. This nondiscrimination policy covers admission, access, operation of university programs and activities, and employment. This policy is in accordance with the following laws, as amended, and their implementing regulations, to the extent and in the circumstances that they are applicable to the university: Titles VI and VII of the Civil Rights Act of 1964; Title IX of the Educational Amendments of 1972; the Americans with Disabilities Act of 1990; and Section 504 of the Rehabilitation Act of 1973.



The associate vice president for human resources is the compliance officer, and inquiries concerning student issues related to discrimination should be made to the associate vice president for human resources at (626) 815-4526. Please refer to the Title IX page on the APU website for our current list of Title IX officers.

## ANTICIPATED SEARCH CALENDAR

It is anticipated that in person/on-site interviews of the top candidates for Dean of the College of Arts, Humanities, and Sciences will take place in mid-May 2024.

## SEARCH AND SELECTION PROCESS

APU's Provost is charged with vetting candidates for this position with assistance from and an internal Search Committee and the expertise of Jeff Davis of J. Davis & Associates. JDA will explore a broad network to suggest potential candidates. This thorough search will include consideration of applications and nominations, and the subsequent review of CVs. When appropriate, candidates will be asked to complete the APU employment application, provide a thorough vocational history, respond to a questionnaire, and take part in a screening interview with Jeff Davis. Those forwarded for consideration will then be interviewed in person by the Search Committee. Next, references and backgrounds will be checked, degrees verified, and an extensive candidate profile will be prepared for the Committee and the Provost. When preferred candidates are identified, they will participate in a final interview as well as meet with members of the APU faculty, staff and leadership team.

J. Davis & Associates is an executive search consulting firm devoted to serving clients in the Christian non-profit and educational sectors. As a faith-based religious institution, our client complies with all applicable laws pertaining to nondiscrimination on the basis of race, color, national origin, sex, age, disability, and any other applicable legally protected category. As a religious institution, our client has the right to, and does, require that its employees hold beliefs consistent with its Statement of Faith and conduct themselves in a manner consistent with its religious beliefs.

## CONTACT

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