



Position Specification

University of Delaware

Dean, College of Earth, Ocean and Environment

The University of Delaware

A research-intensive, technologically advanced university with global impact, the University of Delaware traces its roots to the founding of a small private academy in 1743. The University received its charter from the State of Delaware in 1833 and was designated in 1867 as one of the nation's historic Land Grant colleges. The University celebrated its 275th anniversary in 2018-19, and the Middle States Commission on Higher Education reaffirmed its accreditation of the University in 2022, commending it for its progress.

A Land Grant, Sea Grant, and Space Grant institution, UD is state-assisted, yet privately governed. It is classified by the Carnegie Foundation for the Advancement of Teaching as having very high research activity, a distinction achieved by less than 5% of U.S. colleges and universities, and it ranks among the nation's top 100 universities in federal research and development support for science and engineering. Since 2015 and reaffirmed in 2026, UD has held the Carnegie Community Engagement classification, recognizing the extension and impact of its scholarship to society through work on community-engaged projects with local, state, national, and global partners.

The University offers a broad range of degree programs (60 doctoral programs, 143 master's programs, 165 bachelor's programs, and four associate programs) through its colleges: Agriculture and Natural Resources; Arts and Sciences; Earth, Ocean and Environment; Education and Human Development; Engineering; Health Sciences; Graduate College; the Alfred Lerner College of Business and Economics, and the Biden School of Public Policy and Administration. The UD Honors College provides enhanced opportunities for academically talented and motivated students. The University's non-residential Associate in Arts Program (AAP) provides foundational courses for Delaware-resident students, who then transition to UD's primary campus in Newark to complete their bachelor's degrees.

For fall 2025, enrollment totaled 19,385 undergraduates, 793 AAP students, 4,252 graduate students, and 927 professional and continuing studies students for a grand total of 24,564. These students come from across the country and around the globe.

In 1923, UD launched the nation's first for-credit study-abroad program with a faculty-led expedition to France for eight students. In the decades since then, UD has continued to lead new and innovative opportunities in global education, such as the World Scholars program that includes multiple study-abroad trips and on-campus experiences throughout students' four years. UD has more than 200 global partnerships for research, scholarship, and collaboration.

UD is highly regarded in multiple external rankings. QS World University Ranking lists UD among the top 500 universities in the world. The 2025 *U.S. News and World Report* ranks UD as a Best Global University at #88 nationally and #43 among public institutions. Six undergraduate programs are ranked among the top quarter in the nation, including the undergraduate program in chemical engineering at #4. *U.S. News* also ranked 34 of UD's graduate programs in the top 150 nationwide.

UD earned a spot on the [2026 Forbes America's Top Colleges](#) list, and Washington Monthly's College and Rankings Guide included UD among America's Best Colleges for Research. Poets&Quants recognized UD's Alfred Lerner College of Business and Economics as a top undergraduate business school in 2025.

Forbes named the University of Delaware on the list of Best Places to Work in Delaware in 2025.

UD is a major driver of employment and innovation in Delaware and an essential source of talent throughout the Eastern Seaboard. After graduating with bachelor's degrees, 95% of UD alumni are employed or pursuing further education within six months. There are more than 200,000 alumni globally. The University has endowment assets of almost \$2 billion. Its annual operating budget is more than \$1 billion.

In 2023, the University concluded "Delaware First," the largest fundraising and engagement campaign in UD's 280-year history. Launched in 2017 with an initial goal of \$750 million, the campaign raised funds surpassing \$1 billion. The

campaign has helped establish several key programs such as the Graduate College and the Honors College, initiatives focusing on innovation and entrepreneurship, partnerships through the Biden School and the construction of several new buildings around campus, including the FinTech Innovation Hub and the Ammon Pinizzotto Biopharmaceutical Innovation Center on UD's Science, Technology and Advanced Research (STAR) Campus; Building X, an interdisciplinary research and learning hub; and the Whitney Athletic Center.

In July 2025, the University of Delaware Athletics officially entered Conference USA (CUSA), which has significantly expanded UD's brand visibility across the nation with nationally televised games. Fourteen varsity programs are officially CUSA members. UD's Fightin' Blue Hens concluded the 2025 football season with a winning record, topped off by a victory in their first ever FBS bowl game. On the ice, the Blue Hens are the first-ever women's ice hockey program to have a partnership with an NHL franchise, the Philadelphia Flyers.

The College of Earth, Ocean and Environment

UD's [College of Earth, Ocean and Environment](#) (CEOE) originated from the College of Marine Studies, established in June 1970. It evolved from a focus solely on marine science to incorporating earth and atmospheric sciences, formally adopting its current name and structure in 2009 to include geography and environmental policy. Today, CEOE comprises the Department of Earth Sciences, the Department of Geography & Spatial Sciences, and the School of Marine Science and Policy. CEOE is uniquely arranged to provide education and research in the environmental sciences that connects to the real world, with social scientists and policy experts working alongside the natural scientists.

CEOE offers modern instruction and research facilities in both the Newark and Lewes campuses, and its facilities house the world class Irénée DuPont Mineralogical Museum. In addition, CEOE is home to a fleet of innovative vehicles and instruments that contribute to the College's environmental research: the R/V Hugh R. Sharp, a state-of-the-art 146 foot research vessel that is part of the University-National Oceanographic Laboratory System fleet; a cutting-edge Geographic Information Systems Laboratory; the Robotic Discovery Laboratories, which use Autonomous Underwater Vehicles and other autonomous systems for research; and the world's only tilttable Wind-Wave-Current tank.

Worthy of note is Project Recover, a collaborative partnership including the University of Delaware, that utilizes advanced underwater technology and historical research to locate and repatriate Americans missing in action from World War II; the team has located dozens of aircraft and returned numerous service members home. In addition, in 2010, the University of Delaware and Gamesa Technology Corporation (now Siemens Gamesa Renewable Energy) joined forces to install a utility-scale 2-megawatt wind turbine at CEOE's Hugh R. Sharp Campus in Lewes; each year, the turbine provides enough electricity to cover the needs of the campus and about 100 homes in Lewes. In 2022, the University of Delaware, Delaware State University, and Delaware Sea Grant established a pilot scale shellfish hatchery on the Sharp Campus in Lewes; this is the first official shellfish hatchery in Delaware with the purpose of supplying seed and spat on shell to Delaware shellfish farmers, researchers, and restoration efforts.

CEOE has charted its course to be a world leader in earth, ocean, atmospheric, and geographic sciences and related policy issues. As such, CEOE houses several affiliate programs and centers, most of which connect the College to state, federal, and international resources and partners:

- [Center for Environmental Monitoring and Analysis](#): CEMA is an environmental data services center within CEOE that provides the state of Delaware and its citizens real-time and historical environmental monitoring.
- [Center for Research in Wind](#): CReW fosters interdisciplinary and collaborative scientific research; engages decision makers, industry and civil society and acts as an "honest broker" among them; and enhances the education of the present generation of students with the goal of facilitating the transition to power generation using carbon-free geophysical flows, particularly wind power.
- [Delaware Center for Geographic Education](#): A collaboration of teachers and educators working to strengthen geographic learning in Delaware's K-12 classrooms and advance geography literacy throughout the state.
- [Delaware Geological Survey](#): DGS is a state agency that conducts geologic and hydrologic research, service and exploration.

- Delaware Sea Grant: One of 34 in the entire U.S., DESG promotes the wise use, conservation, and management of marine and coastal resources through research, education, and outreach activities.
- Delaware State Climatologist: The Office of the Delaware State Climatologist is the principal scientific extension service for weather and climate information for the State of Delaware.
- Gerard J. Mangone Climate Change Science and Policy Hub: The Climate Change Hub brings faculty and students together from different disciplines to develop and implement solutions to climate change and its impacts.
- OCEANIC – The Ocean Information Center: The Oceanic Information Center researches existing and emerging hardware and software technologies and develops open and extensible solutions to real-world data modeling, computation, visualization, collaboration, storage, and information mining opportunities for the scientific research community.
- Scientific Committee on Oceanic Research: SCOR explores scientific questions about the ocean that often require an interdisciplinary approach.
- MARACOOS: The Mid-Atlantic Regional Association Coastal Ocean Observing System partners collect ocean and coastal data that is transformed into information products that support the region's economy and public safety.

Faculty, staff, and students collaborate in these specialized centers within the College, in the University of Delaware research community, and at the Delaware Biotechnology Institute in Newark. These centers and institutes provide a focal point for interdisciplinary research. CEOE boasts \$12 million in annual research expenditures, and nearly all of this research is federally funded. Of all the schools and colleges at the University of Delaware, CEOE ranks second (after Engineering) for research dollars per faculty member, thanks in part to a strong grants team of seven centralized in the College.

The College is home to 53 full-time faculty¹ (34 of whom are tenure-line and seven of whom hold endowed chairs)—18 full professors, 17 associate professors, and 18 assistant professors—across three departments: Earth Sciences (10), Geography & Spatial Sciences (15), and School of Marine Science & Policy (28). Ninety-eight staff work alongside faculty to support and develop CEOE's 486 undergraduates and 136 graduate students (84 of whom are pursuing their PhD).

The Department of Earth Sciences offers undergraduate programs in both Earth Sciences and Earth Sciences Education; master's programs in Environmental Science and Management, and Geology; and a PhD program in Geology. The Department of Geography & Spatial Sciences offers undergraduate programs in Environmental Science, Environmental Studies, Geography, Geography Education, GIScience and Environmental Data Analytics, and Meteorology and Climate Science; master's programs in Environmental Science and Management, and Geography; and PhD programs in Climatology and Geography. The School of Marine Science & Policy offers undergraduate programs in Marine Science – Marine Biology Concentration and Marine Science – Oceanography Concentration; master's programs in Environmental Economics, Environmental Science and Management, Marine BioSciences, Marine Policy, Marine Studies – Oceanography Concentration, and Marine Studies – Physical Ocean Science and Engineering Concentration; and PhD programs in Environmental Economics, Marine BioSciences, Marine Studies – Marine Policy Concentration, Marine Studies – Physical Ocean Science and Engineering Concentration, and Oceanography. Faculty in all three CEOE academic units also train graduate students (MS/PhD) within the interdisciplinary Water Science and Policy Program that is housed within the Graduate College.

¹ Senior administrators and chairpersons who hold faculty appointments are not included in the faculty count, as their primary roles are staff positions while serving in an administrative capacity; therefore, they are reflected in the staff headcount.

The College's [2020-2030 Strategic Plan](#) focuses on six goals: (1) Delivering Exemplary Academic Programs that Inspire Students and Produce Impactful Leaders; (2) Sustaining and Advancing Innovative Research and Discovery; (3) Investing in Capital Infrastructure; (4) Realizing Substantial Advantages from Diversity in Education and Research Environments; (5) Enlarging Local to Global Engagement through Partnerships, Research, and Education; and (6) Strengthening Development and Amplifying the Network of Alumni.

The Role

Reporting to the Provost, the Dean of the College of Earth, Ocean and Environment is the chief academic and administrative leader for the College and serves as a key member of the University's leadership team. The Dean will provide visionary leadership to propel CEOE forward and will have complete line responsibility for personnel, general administration and management, budget, academic and development functions. The following people report directly to the Dean:

- Deputy Dean
- Associate Dean of Research
- Senior Assistant Dean, Student Services
- Chair, Department of Earth Sciences
- Chair, Department of Geography & Spatial Sciences
- Director, School of Marine Science and Policy
- Director, College Computing
- Senior Business Officer
- Director, Communications (dotted line)

Key Priorities:

- Provide bold vision and leadership for CEOE to advance its national reputation.
- Grow revenue through increased undergraduate and graduate enrollments as well as the creation of new programs.
- Continue to grow the College's research enterprise.
- Invest in and expand CEOE's Hugh R. Sharp Campus in Lewes.
- Deepen relationships with CEOE alumni and secure additional resources through fundraising from alumni, foundations and corporations.
- Continue to expand opportunities for experiential learning.
- Lean into Delaware's "[blue economy](#)" that depends on technological innovation and public and private cooperation.
- Recruit, develop, and retain top faculty and staff.
- Enhance collaborations across units within CEOE and with other UD schools and colleges, especially the College of Agriculture & Natural Resources and the Biden School of Public Policy and Administration, as well as with the US government, industry, and non-profit organizations.
- Advocate for CEOE within the University, locally, regionally, and nationally.
- Ensure sound financial and operational management of the College.

Specific Responsibilities:

Executive Leadership: Establish a clear vision to ensure that CEOE is viewed as an innovative leader, with a focus on impact and excellence. Provide leadership in establishing the College's strategic objectives, and develop and manage all resources essential to the achievement of these objectives. Maintain a leadership team capable of supporting and implementing the College's vision and strategies. Work with faculty, academic leadership, and University leadership in pursuit of broader institutional goals.

Academic Leadership: Serve as a collaborative and decisive leader who empowers others and has an established record of effectively engaging, convening, and supporting diverse disciplines. Support, enhance, and promote faculty research productivity, teaching excellence, and service. Promote a culture of transparency and

shared governance. Advocate and lead active collaborations among other UD units and external partners. Recruit and retain top faculty who will further the College's research and academic mission and attain high standards of excellence. Evaluate faculty for appointment, tenure, and promotion. Enhance the student experience by fostering excellence in programs and classroom teaching.

Fundraising: Enthusiastically engage in cultivating and soliciting individual donors, foundations, and corporations.

Financial Management: Ensure a strong financial future for the College through revenue growth. Manage the financial resources of the College through effective management of the annual operating budget, long-term financial planning, and exploitation of strategic opportunities for revenue growth. Oversee College-wide resource acquisition and utilization.

Collaboration and Strategic Partnerships: Enhance administrative, academic, and research relationships with other entities internal and external to the University. Leverage and enhance relationships through effective communication with internal and external constituencies, including staff, local, regional, and national organizations/associations, members of senior leadership, and academic communities.

Qualifications

UD's College of Earth, Ocean and Environment seeks the following experiences and attributes in the Dean:

Visionary Leadership: An established record of strong, collaborative, and forward-looking leadership. Experience formulating and articulating a shared vision, persuading a wide range of audiences of its value, and engaging others in its implementation. Success in recruiting, developing and retaining outstanding faculty and staff. Ability to motivate and inspire others to strive continuously for academic excellence. Demonstrated academic management skills and the ability to recognize excellence in others and facilitate their success. Change management experience. Evidence of leadership in and demonstrated commitment to inclusive excellence.

Appreciation of Academic Mission: Possess administrative and management experience. Genuine commitment to teaching, research, and service. Deep understanding of the critical importance of knowledge production and scholarship, as well as the importance of providing students with the highest quality educational experience.

Knowledge of Industry Trends: Understanding of the national landscape with a vision for how to position a college of earth, ocean and environment for future success.

Focus on Students: Commitment to student success, belonging, and wellbeing. Approachable.

Fundraising Ability: Genuine appetite and aptitude to lead fundraising efforts for the College and participate collaboratively in fundraising efforts for the University. Naturally connects and builds strong relationships with others.

Financial Management Experience: A distinguished record of operational leadership demonstrating excellence, growth, and financial effectiveness. Demonstrated experience in fiscal management.

Academic Qualifications: Candidates from academia will have credentials for appointment at Full Professor level, including a PhD degree (or equivalent) and a record of success in research. Degree requirements for candidates from outside academia are more flexible. More importantly, such nontraditional candidates will have deep professional and leadership experience with a significant record of success, as well as an understanding of the importance of the academic research mission.

Personal Qualities: The highest standards of personal and academic integrity and ethical and professional conduct. Strong interpersonal, oral, and written communication skills, with a focus on openness and transparency. Innovative thinker and creative problem-solver, with a willingness to take risks. A builder with entrepreneurial drive and a growth mindset. Ability to foster a collegial and respectful work and educational environment. Possess emotional intelligence, intellectual curiosity, and listening skills. Willingness to collaborate across disciplinary and cultural boundaries, and play an active role in the greater UD and Delaware communities.

Nomination and Application Procedure

The University of Delaware invites inquiries, nominations, and applications for the position of Dean of the College of Earth, Ocean and Environment. Interested candidates should confidentially submit a curriculum vitae and letter of interest (PDF files preferred) to UD.CEOE@russellreynolds.com.

For fullest consideration, materials should be received as soon as possible and preferably by April 13th.

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