Professor & Director
School of Journalism & Media
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Position Announcement

Professor & Director, School of Journalism & Media
College of Communication & Information
University of Tennessee, Knoxville

The University of Tennessee, Knoxville’s College of Communication & Information is conducting a national search for the 12-month position of director of the School of Journalism & Media, to begin July 1, 2024. The director serves as a member of the college’s leadership team. The director is responsible for providing leadership and working to focus the teaching, research, creative activity and service missions of the school, representing the school to a wide range of campus and professional constituencies, and administering the school’s activities and budget. The salary is competitive and based on experience and academic credentials.
The University and Community

The University of Tennessee is the state of Tennessee’s flagship land-grant university and a public Carnegie Research 1 institution. As a land-grant university and as Volunteers, serving our state and nation is key to our mission. UT enrolls approximately 30,000 students at its Knoxville campus. With new leadership at the system, university, and college levels, UTK is realizing dramatic positive change focused on solving some of the most audacious, pressing problems our country and world face today.

The city of Knoxville is a hidden gem surrounded by eight gorgeous lakes, with a beautiful and walkable downtown, a diverse music scene including internationally recognized festivals, active neighborhoods, unique restaurants, and a robust offering of diverse cultural and outdoor activities. UTK is located within easy driving distance to the Great Smoky Mountains, Atlanta, Nashville, Asheville, Charlotte, Louisville, and Cincinnati. It is only a day’s drive to Memphis, Chicago, and Washington, D.C. Knoxville and the surrounding counties have a population of more than 850,000 people.

The Knoxville region houses many leading corporations, including Bush Brothers & Company, Oak Ridge National Laboratory, PetSafe/Radio Systems Corporation, Pilot/Flying J, and Tennessee Valley Authority. Knoxville is one of the top video producers in the nation. It is home to Tombras Advertising Agency, AC Entertainment, Regal Cinemas, and other large companies and industries.
The College of Communication & Information

The College of Communication & Information consists of four schools: Advertising & Public Relations, Communication Studies, Information Sciences, and Journalism & Media. CCI has approximately 1,500 undergraduate majors (across five undergraduate majors in advertising, public relations, communication studies, information sciences, and journalism and media), and approximately 500 graduate students (including College-wide M.S. and Ph.D. degrees in communication and information and an M.S. degree in information sciences). The college’s Research and Innovation Center provides a wide array of support services for CCI faculty interested in pursuing sponsored research. The center involves dozens of researchers across various disciplines and agencies to focus the array of talent in CCI, the University of Tennessee, Oak Ridge National Laboratory, and other research institutions in the pursuit and conduct of sponsored research and creative activity. College-wide research facilities include the Adam Brown Social Media Command Center, the Scripps Convergence Lab, a User Experience Lab, a Message Effects/Focus Group Lab, and Public Speaking Center. Planning is underway for a new college-level media operations center that will house the college’s student and professional media properties.

The college welcomed the arrival of Joseph Mazer as its new dean in July 2021. Dean Mazer engaged faculty, staff, students, and alumni to create and implement a new five-year strategic plan that emphasizes the college’s role within a flagship land-grant Research 1 institution, aims to break down silos between schools, transforms research, teaching, and engagement to better serve citizens of Tennessee and beyond, and promotes a culture of operational excellence. The last two years have seen the college achieve record enrollment, student retention rates, alumni engagement and fundraising, university support, and research expenditures. Prior to joining the University of Tennessee, Dean Mazer served as Professor and Chair of the Department of Communication at Clemson University, where he also served as a Faculty Fellow in the Office of the Provost. Dean Mazer has a steadfast commitment to diversity and inclusion, as well as extensive experience in academic strategic planning and program oversight, and a successful record of innovative collaboration with external stakeholders.
School of Journalism & Media

The ACEJMC-accredited School of Journalism & Media (formerly the School of Journalism & Electronic Media) includes more than 20 full-time faculty and staff members and several graduate teaching associates. The school includes approximately 420 undergraduate majors and actively participates in the college-wide M.S. and Ph.D. programs. For information about the school and the college, visit: jem.utk.edu and cci.utk.edu.

The school is responsive to the rapidly changing journalism and media environment, recently launching new undergraduate major concentrations in creative media, news, sports communication, science communication, and media leadership and enterprise, as well as new minors in broadcast meteorology, social media analytics*, and digital media. Recognizing the dynamic media and industry landscape and the school’s exciting future, faculty recently approved the name change to School of Journalism & Media – effective May 2023.

The school is a lead participant in the build-out of a new college-level media operations unit, consisting of the following media properties and offering curricular alignment and transformative learning opportunities for students:

- **WUTK 90.3 FM** – UT’s independent, non-commercial student-led college radio station
- **WUOT 91.9 FM** – qualified by the Corporation for Public Broadcasting, a member of NPR and an affiliate of the Public Radio Exchange and American Public Media
- **The Daily Beacon** – UT’s editorially independent student newspaper
- **TVC** – a student-run television initiative that provides students hands-on experience in many aspects of the television and film industry
- **A new student-run agency**

*In conjunction with the Tombras School of Advertising and Public Relations and the School of Information Sciences*
Leadership Opportunity

The new director will help the school achieve its goal to “win the state” – to become the premier location in the state for journalism and media education, research, and creative activity in the region and beyond. The new director will demonstrate a spirit of innovation, a participatory leadership philosophy, and a deep commitment to the mission of the university. The next director will provide avenues for faculty and staff to participate in its planning and shared governance.

In addition to leading strategic planning efforts, the new director will need to address the following priorities:

• **Develop a Strategic Vision Focused on Innovation to Support Increasing Enrollment:** Provide vision for the school that integrates rapidly changing external landscape of journalism and media with program growth and expansion. This will involve having a growth mindset for existing degrees and programs, while seeking to establish a profile of program offerings that are compelling, relevant, aligned with growth and industry trends and complimentary to the school’s existing strengths.

• **Foster Student Success:**
Encourage an environment that prioritizes experiential learning opportunities that reflect contemporary industry trends, aiding the school with integrating curriculum alongside the college’s student and professional media properties.

• **Promote Interdisciplinary Collaboration:**
Work both within and beyond the college to advance research, creative activity, teaching, and service opportunities. An entrepreneurial spirit will be necessary to identify ways to grow the school within existing academic structures and based on the school’s abilities/ strengths, resources, and strategic vision.

• **Effectively Manage School Resources and People:**
Possess fiscal expertise and ability to make difficult decisions in a fair, equitable, and transparent manner and grow revenue and resources in the college and school by increasing enrollment and working with the college’s advancement team.
Qualifications

A Ph.D. is required for this 12-month position. The successful applicant will hold the rank of full professor or meet the University of Tennessee’s criteria for full professor upon hire and will be eligible for tenure upon hire.

The director is expected be a collaborative leader who acts with integrity, possesses the ability to foster collegiality and clarity in the decision-making process, and provides strong leadership to advance the college’s commitment to diversity, equity, and inclusive excellence. The director should have the ability to articulate and effectively advocate the school’s mission to the students, staff, faculty, alumni, industry, external funding agencies, and other decision-making bodies. The successful candidate will be expected to play a major leadership role in developing strong academic and research programs that enhance the school’s quality and reputation and to secure funding to support those endeavors. For more details, see the UTK Faculty Handbook.

The candidate will demonstrate:

• A record of scholarly or creative activity and university teaching that meets criteria for appointment as full professor upon hire, with eligibility for tenure upon hire.
• An agenda of successful research in journalism or media with an ability to support the research streams of faculty at a Research 1 university, including the pursuit of grants, publications in top journals, and presence at major conferences.
• Professional media experiences that will aid the school’s development in relation to its integration with student and professional media, support faculty creative interests, and enhance the overall refinement and growth of the professional component of the school, including student classroom and other experiential learning opportunities.
• A record of scholarship, creative activity, teaching, and/or service that demonstrates a commitment to a diverse faculty, staff, and student body.
• The capacity to articulate and build consensus around a strategic vision, and the ability to implement policies and initiatives to achieve that vision.
• A proven track record of leadership that demonstrates an ability to help an organization grow and navigate through change.
• An ability to view the school’s growth and change process as recursive – faculty and staff provide vision, the director tackles logistics along with contributing their insights and thoughts, and then returns back to the faculty to ensure strategic execution of goals.
• Effectiveness in supporting and building innovative programs and initiatives, including online learning and the use of technology across the curriculum.
• Skill in fiscal planning and resource management, especially with RCM budget models.
• A commitment to the recruitment and retention of a diverse group of students, staff, and faculty and to diversity in all aspects of the university.
Qualifications

• Strong administrative and organizational skills, with the ability to manage complexity and balance competing priorities, multiple constituencies, and numerous responsibilities simultaneously, with a commitment to data-informed decision making and accountability.
• The ability to create productive partnerships across disciplinary and industry boundaries.
• Familiarity with professional accreditation expectations and processes, including ACEJMC accreditation.
• Awareness of current and emerging topics in higher education, particularly those that are relevant to journalism and media.
• A proven record of prior leadership experiences that demonstrate an effective, collaborative, and energizing leadership style with strong communication and interpersonal skills.
• Personal and professional qualities of integrity, honesty, open mindedness, forthrightness, and resiliency.
• A willingness and demonstrated ability to build community and a sense of shared responsibility for the school's many and growing teaching and service needs.
To Apply

The University of Tennessee’s Office of Executive Search is assisting with this search. Individuals interested in applying for the position should submit via Interfolio here.

1. A detailed cover letter addressing the expectations and qualifications for the position
2. A vision statement for the school
3. A current curriculum vitae
4. A list of five professional references with contact information and a brief description explaining the working relationship of each to the applicant. References will not be contacted without the explicit permission of the candidate.

The position will be open until filled, but to be assured of full consideration, all materials should be received by September 15, 2023.

Confidential inquiries and nominations may be directed to Executive Recruiter Brooke M. Swart, bswart@utk.edu. Nominators and prospective applicants may reach out directly to arrange a confidential discussion about this opportunity.

Equal Employment Opportunity

All qualified applicants will receive equal consideration for employment and admission without regard to race, color, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity, age, physical or mental disability, genetic information, veteran status, and parental status, or any other characteristic protected by federal or state law. In accordance with the requirements of Title VI of Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, the University of Tennessee affirmatively states that it does not discriminate on the basis of race, sex, or disability in its education programs and activities, and the is policy extends to employment by the university. Inquiries and charges of violations of Title VI (race, color, and national origin), Title IX (sex), Section 504 (disability), the ADA (disability), the Age Discrimination in Employment Act (age), sexual orientation, or veteran status should be directed to the Office of Equity and Diversity, 1840 Melrose Avenue, Knoxville, TN 37996-3550, telephone 865-974-2498. Requests for accommodation of a disability should be directed to the ADA Coordinator at the Office of Equity and Diversity.