Michigan Technological University
1885

Dean of the College of Sciences and Arts

MICHIGAN TECHNOLOGICAL UNIVERSITY
Houghton, Michigan | mtu.edu

Michigan Technological University seeks a visionary leader to serve as dean of the College of Sciences and Arts.

93%
five-year average placement rate

Michigan Technological University is a public research university founded in 1885 in Houghton, Michigan, and is home to more than 7,000 students from 69 countries around the world. Consistently ranked among the best universities in the country for return on investment, our five colleges offer more than 120 undergraduate and graduate degree programs in science and technology, engineering, computing, forestry, business, health professions, humanities, mathematics, social sciences, and the arts. Our rural campus is situated just miles from Lake Superior in Michigan's Upper Peninsula, offering year-round opportunities for outdoor adventure.

More than $102 million in total research expenditures and 16 research centers and institutes help us foster a world-class and diverse faculty, staff, and student population. Working with industry partners and federal institutions like the National Aeronautics and Space Administration and the US Department of Defense, we help shape the future in science, technology, engineering, and mathematics. Our interdisciplinary emphasis and close-knit campus encourage students and faculty to work together across departments to build nanosatellites, deploy underwater robots, and develop the technologies health providers need to do their jobs—better. Our graduate students are scholars dedicated to cutting-edge research, inspiring classroom experiences, and community engagement. Our undergraduate students conduct more than 117,000 hours of paid research annually.

> **More than $102 million in total research expenditures and 16 research centers and institutes help us foster a world-class and diverse faculty, staff, and student population.**

We are Michigan's flagship technological university, grounded in and fueled by our shared vision: to improve the quality of life—and promote mutual respect and equity—for all people.

$102 MILLION
total research expenditures

The Role of the Dean of the College of Sciences and Arts

The dean of the College of Sciences and Arts (CSA) is a forward thinking, innovative, and collaborative leader who provides strategic leadership in the College. The dean is the chief academic and administrative officer in the CSA, reports directly to the provost, and shapes the vision for the role of the CSA within the University, the State of Michigan, higher education, and society at large. The dean provides leadership to the department chairs in the College and works with other administrators (vice presidents, deans, and directors), as well as faculty, staff, and students, to promote excellence in research, teaching, and service. The dean is responsible for fostering successful collaborations among personnel within the CSA, other areas of the University, and external constituencies.

The dean's responsibilities include the following:

1. Lead the CSA in developing and implementing strategic plans for research and education in support of the goals and mission of the University.
2. Enact a growth mindset, including the successful identification and implementation of a broad and exciting vision to promote growth within the CSA, in alignment with institutional strengths and in partnership with other academic units.
3. Advance the CSA goals for a diverse, inclusive, and welcoming learning and work environment that creates a sense of belonging for all students, faculty, and staff.
4. Work with the chairs in the CSA in developing and implementing department strategic plans and action plans consistent with the CSA vision.
5. Possess and encourage in others entrepreneurial and innovative approaches that value new educational and research initiatives.
6. Provide leadership to the College and work with other units across Michigan Tech to ensure the University continues to thrive during a time of rapid change in higher education.
7. Work with other senior academic leaders as part of the Deans Council, which meets regularly to advise the provost and provide overall academic leadership to the University.
8. Champion the University vision and mission, as well as strategic initiatives within the College, University, state, nation, and international community.
9. Develop and foster relationships with key external constituents, including alumni, government, industry, and foundations, to increase levels of engagement and giving in order to obtain resources that support the continual growth and improvement of students, faculty, staff, programs, and infrastructure of the College and the University.
10. Lead planning, decision-making, and resource allocation activities within the CSA, including providing oversight for decisions made at the departmental level.
11. Supervise CSA associate dean(s), the nine CSA department chairs, and CSA staff, and provide opportunities for career development and increased effectiveness.
12. Collaborate with the two Reserve Officers' Training Corps (ROTC) departments housed in the College.
13. As appropriate, implement new structures within the CSA and/or in partnership with other academic units to promote growth in alignment with emerging and/or priority areas.
14. Make recommendations to the provost and president regarding hiring, tenure, and promotion for tenured and tenure-track faculty, and appointments and renewals of instructional-track faculty and academic administrators within the CSA.
15. Comply with and provide leadership for initiatives associated with accreditation of departments and programs within the CSA and University.
16. Other duties as assigned.

Personal Qualifications and Requirements

Knowledge, skills, and abilities:

- Ability to articulate a clear vision for the future of education, research, and scholarship in the CSA.
- Proven leadership ability and collaborative management skills in a shared governance environment.
- Demonstrated success in building partnerships among diverse stakeholder groups, both within and external to an organization.
- Demonstrated fiscal responsibility and the ability to manage budgets and college growth.
- Demonstrated excellent interpersonal, oral/written communication, and presentation skills.

Minimum qualifications:

- Earned PhD or equivalent degree in a discipline represented in CSA or in a closely related field.
- Leadership experience in a research-oriented organization.
- Demonstrated commitment to promoting a culture of safety as a professional value and an essential component of day-to-day activities.
- Experience managing and providing professional development for professional staff in a scholarly environment.

Desired knowledge, skills, and abilities:

- Experience leading an academic unit with a wide diversity of academic disciplines similar to those present in the College of Sciences and Arts.
- Demonstrated success in leading research program growth, including increased funding, scholarship, and research productivity.
- Demonstrated success in leading broad institutional change, such as through effective implementation of a strategic plan.
- Demonstrated success in, or potential future contributions to, working with persons from diverse backgrounds, creating a sense of belonging, and fostering a fair, objective, welcoming place to work for persons with a wide variety of personal characteristics and viewpoints.
- Experience with developing and implementing collaborative agreements with other academic institutions, especially those that primarily serve diverse underserved populations.

College Overview

The College of Sciences and Arts (CSA) is home to nine academic departments and the Army and Air Force ROTC units, 1,147 students, 128 tenured or tenure-track faculty, and 60 staff. Through 38 different majors, 45 minors, and a significant responsibility for foundational learning and general education across the campus, the CSA contributes substantially to the education of every Michigan Tech student. Our strength lies in interdisciplinary research and problem-solving.

Our mission:

We cultivate a sustainable, inclusive, and equitable world through transformative leadership, scholarship, education, and outreach.

Our vision:

To be a global center of academic excellence in the sciences, humanities, and arts for an increasingly technological world.

Strategic priorities:

Our teacher-scholar model provides the foundation for experiential learning, innovative research and scholarship, and civic leadership that is based on the sciences and arts and fosters sustainable practices and a deep understanding of our contemporary world's social and cultural contexts.

To accomplish this, we:

1. Prepare CSA students for forward-looking careers by offering cutting-edge undergraduate and graduate programs designed to address a broad spectrum of societal challenges while grappling with the complexity and diversity of the contemporary technological world.

2. Provide essential education to help Michigan Tech undergraduate students develop communicative, analytical, creative, and cultural skills that are necessary for civic engagement and success in any profession or field.

3. Engage in cutting-edge research (disciplinary and interdisciplinary) and scholarship to expand and explore the challenges of the human, natural, and built worlds.

Areas of research focus:

Health and Quality of Life
As individuals and society face continued threats to health and well-being, we will expand research, creative activities, and education to improve human health and quality of life.

Sustainability and Resiliency
We support efforts to preserve the capacity of communities to ensure human well-being and harmony with the natural world for present and future generations.
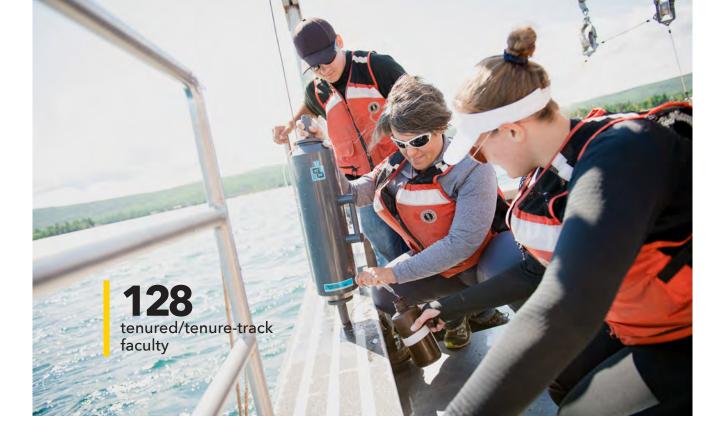
Human-Technology Frontier
At the intersection of human capabilities and technological advancements, the potential to revolutionize how we live and interact aided by tools and technologies (such as artificial intelligence, quantum technology, predictive analytics, imaging, and data) is enormous, as is the challenge of ensuring that humans utilize technology ethically and responsibly to meet societal needs.

1,140+
CSA student enrollment

Departments:

- Biological Sciences
- Chemistry
- Cognitive and Learning Sciences
- Humanities
- Kinesiology and Integrative Physiology
- Mathematical Sciences
- Physics
- Social Sciences
- Visual and Performing Arts

To learn more, go to: **mtu.edu/sciences-arts/about/mission-plan**

128
tenured/tenure-track
faculty

Ongoing Development in the College of Sciences and Arts

Attracting world-class students, faculty, and staff

- The College and University are committed to creating a student body guided by faculty and supported by staff who reflect the gender, ethnic, and international diversity of our society. The College is pursuing several activities that support diversity building, focusing on efforts likely to be valuable to more than one department. These include:

    i. Identifying ways to increase efforts to recruit domestic as well as international students, especially graduate students.

    ii. Strengthening the existing connections between CSA faculty, other US universities, and international universities.

    iii. Supporting efforts to take advantage of programs that support and assist the recruitment of domestic as well as international students.

    iv. Developing relationships with tribal colleges and other minority serving institutions.

- Ensuring that faculty can be successful in the classroom and in their research and scholarship is an important part of the long-term success of diversifying the campus. To improve its efforts to mentor faculty, the CSA pursues a number of activities across the College, with departments adopting programs that fit the specific needs of their disciplines. An example is the use of early career mentoring committees to improve grant development and teaching.

- Many of the existing 194 (128 tenured/ tenure-track, 58 instructional-track, and eight research) faculty have been hired in the last 10 years. The College's faculty is young, dynamic, and committed to teaching and research. A key task for the new dean will be to harness the unprecedented level of academic talent in pursuit of ever stronger educational and scholarly accomplishments.

Providing distinctive learning experiences

- CSA departments offer unique programs for graduate students and undergraduate majors, as well as providing foundational education in the sciences, social sciences, arts, and humanities for all Michigan Tech students. The recently approved Essential Education program provides an opportunity for the College to pursue further educational innovation to support both our own programs and our broader educational mission.

Engaging in world-class research

- CSA faculty have been awarded numerous University research awards and increasingly attract external funding to support their research and scholarship. This body of work is growing and diverse. It covers everything from environmental policy to the physics and chemistry of novel materials; from the ever-evolving prospects on the frontier of human technology to sustainability and resilience to human health and quality of life. Pursuing these activities requires external awards, and in the past 10 years, funding from outside sources has continued to increase. The next dean will need to make it a top priority to carry on this trend.

- External research funds can provide only part of the foundation required to build stronger research programs within the CSA. Grants provide the funds needed to carry out research, particularly the means to support graduate students. Additional philanthropic support is an increasingly important way to provide additional support for research, scholarship, and graduate education. The growth of the College endowments will be given top priority by the incoming dean.

Sciences and Arts at a Technological University

Michigan Tech is research intensive, PhD awarding institution that is focused on science, technology, engineering, and mathematics. Strong programs in the liberal arts and humanities broaden experiences for students and opportunities for interdisciplinary collaboration.

The CSA undertakes scientific, social, cultural, and humanistic research that helps us understand, shape, and interpret the implications of scientific and engineering innovation and discovery pursued on this campus. While addressing a wide range of societal challenges, departments–especially those in the arts, humanities, and social sciences–offer the communicative, analytical, creative, and cultural skills essential for civic engagement and success in any field or profession.

Guided by the University's Strategic Plan and Portrait 2045, the College coordinates closely with faculty and department efforts to strategically grow our enrollment and impact the communities we serve. The College and department leadership develop top annual priorities, being cognizant to sustain ongoing initiatives.

In a world marked by rapid scientific and technical change, graduates who grasp the fundamentals of science and math can expect to have successful careers. Our students are also prepared to navigate the global changes in societal patterns, economics, and culture that coincide with the rapid advancements in science and technology.

Students leave Michigan Tech prepared for a changing technological world and for lifelong learning.

$63,400
average CSA undergraduate starting salary

The Value of a Michigan Tech Education

Four decades have passed since Michigan Tech enrolled as many students as it did this fall: 7,320 overall, including 1,463 incoming first-year Huskies.

Continuing a decade-long upward enrollment trend for women at the University, more than 2,200 women chose Michigan Tech this year, the University's highest total ever. Of MTU's incoming first-year students, 27 percent came from outside Michigan—the most in University history—with the largest growth coming from Illinois: an increase of 62 percent. The retention rate for first-year students rose 2.7 percentage points to 86.6 percent, a new University record. Domestic students from historically underserved communities now make up 11 percent of the total

Top 20
public college in the nation
(Wall Street Journal)

student body and 13 percent of the incoming class, tying the all-time high set in 2020. Overall enrollment is up 3.5 percent from last year, marking the third consecutive year of overall enrollment growth for the University, and graduate student enrollment is up 4.3 percent—making this the largest class of graduate students since 2016.

The numbers tell the story: Demand for a degree from Michigan's flagship technological university has never been stronger.

Why?

Because our reputation for graduating top-tier, highly skilled professionals able to make an impact in the workforce is only getting stronger. Over 2,000 recruiters from more than 400 companies—including Dow, Stellantis, Caterpillar, General Mills, and Harley-Davidson—come to campus each September for our fall Career Fair, one of the largest of its kind in the country.

With a placement rate of 93 percent within six months of graduation and a median early career salary of $71,100, Tech alums find work in their field of study and get good jobs that pay them back. Statistics like this are why Tech recently got ranked the 16th best public university in the nation by the Wall Street Journal—and first in Michigan for salary impact.

Michigan Tech faculty and staff work hard to ensure our graduates are prepared not only with a singular set of skills, but with the ability to reinvent themselves to remain relevant with the changing times. Positive enrollment trends and impressive return-on-investment statistics validate their efforts and reaffirm what we know to be true: There is great demand from prospective students for a Michigan Tech education, and great demand from employers for Michigan Tech grads.

Demand for a degree from Michigan's flagship technological university has never been stronger.

#1
best college in Michigan
for salary impact
(Wall Street Journal)

86.6%
retention rate

7,320
largest enrollment
since 1983

3.5%
undergraduate enrollment
growth over last year

4.3%
graduate enrollment
growth over last year

About the University

Our vision:

Michigan Tech is a globally recognized technological university that educates students, advances knowledge, and innovates to improve the quality of life and to promote mutual respect and equity for all people within the state, the nation, and the global community.

Our mission:

To create solutions for society's challenges by delivering action-based undergraduate and graduate education, discovering new knowledge through research, and launching new technologies through innovation.

Our goals:

Michigan Tech will accomplish our mission through interdisciplinary education, research, and engagement with partners to advance sustainable economic prosperity, health and safety, ethical conduct, and responsible use of resources. Our specific focus is on education, scholarship, and people.

- Education: Provide a distinctive and rigorous action-based learning experience grounded in science, engineering, technology, business, sustainability, and an understanding of the social and cultural contexts of our contemporary world.

- Scholarship: Enhance research, scholarship, entrepreneurship, innovation, and creative activities that promote sustainable economic prosperity, health and safety, ethical conduct, and responsible use of resources.

- People: Foster and support an exceptional and diverse community of students, faculty, and staff.

Welcome to the Keweenaw

Our setting on Michigan's Keweenaw Peninsula provides a beautiful backdrop for world-class research and education.

#8
most beautiful small town in America (Architectural Digest)

- Houghton, its sister city Hancock, and the surrounding towns have a combined population of approximately 15,000. With the addition of the Michigan Tech student population, our community grows to more than 24,000.

- Niche.com ranks Houghton as the safest public college in the state of Michigan.

600+
acres of recreational forest to ski, mountain bike, and explore

- Houghton-Portage Township schools rate 10-out-of-10 on greatschools.org, with Houghton Elementary School earning National Blue Ribbon recognition in 2023.

- The Keweenaw Peninsula is temperate, averaging in the low to mid-20s in the winter and mid- to high 70s in the summer. Winter brings more than 200 inches of snow. Summer is consistently sunny.

- The ruggedly beautiful Keweenaw Peninsula is one of the Midwest's top year-round recreation destinations, thanks to its record snowfall and comfortable summers. Recently named one of the "36 Best Places to Visit in the US for Adventure" by Outside, outdoor enthusiasts of all ages and abilities will find ample opportunity to downhill and cross-country ski, snowboard, bike, hike, paddle, camp, golf, and more. Surrounded by Lake Superior, pristine shorelines earned the Keweenaw second place in Lake Superior Magazine's "Top 10 Lake Superior Destinations" list.

- Houghton's historic downtown features locally owned shops, eateries, museums, and brewpubs, while chain restaurants and shopping outlets are a short car ride away on the business strip. You can also explore locally owned stores across the bridge in Hancock and in historic Calumet, just 15 miles north of campus.

- Michigan Tech's arts and entertainment scene is vibrant, diverse, and global. The University is home to the region's premier performing arts venue, the Rozsa Center for the Performing Arts, featuring annual seasons that include touring shows (an annual Broadway tour, dance, music, speakers, comedy, and more), a Michigan Tech Music series (including jazz, symphony orchestra, bands, new music, and choir), Michigan Tech Theatre series (plays, musicals, fringe, and immersive events), and the Michigan Tech Art series.

60+
arts events held at the Rozsa Center for the Performing Arts each season

University Events and Fast Facts

1,421
graduate students

120+
undergraduate
programs

45+
master's
programs

29
PhD programs

Winter Carnival: Organized by Blue Key National Honor Society, Winter Carnival started in 1922 and has grown to become one of the largest annual winter festivals in the nation. Featuring dozens of one- to two-story intricate snow statues all around campus and the community, this event also brings together students to participate in broomball, comedy skits, sleigh rides, a royalty coronation, a beard contest, and lots of winter fun.

Parade of Nations: Michigan Tech hosts the region's largest, oldest multicultural festival, flying the flags of more than 60 countries represented on campus and in our community. Thousands join us in mid-September for international food, entertainment, and family activities promoting global peace and unity.

To learn more or to apply, visit:

mtu.edu/provost/hiring-initiatives