



St. Mary's University
Dean of the College of Arts, Humanities and Social Sciences
San Antonio, Texas

Academic Career & Executive Search is pleased to assist St. Mary's University in their search for Dean of the College of Arts, Humanities and Social Sciences.

For best consideration, please apply by October 27, 2021.

St. Mary's University seeks a dynamic leader to serve as Dean of the College of Arts, Humanities and Social Sciences. St. Mary's University, a Hispanic-Serving Institution, founded in 1852 by Society of Mary (Marianist) brothers and priests, was the first institution of higher learning in San Antonio and is the oldest Catholic university in Texas and the Southwest.

Located on a 135-acre campus in northwest San Antonio, the institution offers a blend of historic beauty and modern facilities, and provides its faculty and students with a close-knit academic community.

The appointee serves as the leader of an outstanding faculty deeply committed to teaching and scholarship. The Dean carries the primary responsibility for enhancing the quality of the undergraduate and graduate programs through the promotion of excellence in teaching, the development of scholarship, and close student-faculty interactions. Additionally, the Dean works directly with the faculty in addressing curricular, personnel, and budgetary matters. It is anticipated that the Dean will begin duties on June 1, 2022.

Leadership Agenda for the New Dean

The leadership agenda for the new dean includes implementing the University's Gateway Strategic Plan and the College's Aspirational Strategic Action Plan, recommended by the faculty and adopted by the University in 2019. The priorities are intended to help nominators and prospective candidates better understand the general issues facing the College of Arts, Humanities and Social Sciences and the University, as well as to define the standards by which candidates will be measured.

Provide Balanced Leadership

An overriding responsibility of the Dean is to lead efforts that will further strengthen the College academically, financially, and administratively. The Dean is simultaneously a faculty advocate/colleague, and a member of the leadership of the University with both school- and institution-wide perspectives

and responsibilities. Balancing the demands of these two roles is essential to succeeding in this position. Success will require teamwork within the College and collaboration with the other deans, as well as respect for equity among the University's three other schools in terms of recognition and support. By serving on the Academic Council and the Leadership Council, the Dean will have an opportunity to interact and share in shaping an environment of enhanced collaboration among schools, and contributing to the development of consistent and key university-wide policies such as curriculum, tenure, and promotion.

Strengthen Faculty Relationships

The new Dean must be a promoter of excellent teaching, scholarship, and service, and support productive faculty careers. A key to the Dean's leadership effectiveness will be to quickly establish a full understanding of the people, programs, and relationships that constitute the community. The Dean will be encouraged to lead discussions around a wide range of educational issues by offering transparent leadership that fosters a strong sense of trust and respect from faculty, staff, administration, and students, all within the framework of a shared governance environment. The Dean can contribute to the College's strength through inspirational leadership, faculty advocacy, and effective mentoring, particularly of new faculty members. This is especially important for retention of strong faculty members who are at an early stage in their academic careers. The Dean also has the opportunity to lead in the diversification of the faculty and staff in the School. While understanding, respecting and advocating for the principle of shared governance, the Dean will lead the administration and faculty in continuing a heightened quality of academic excellence in terms of instruction, curriculum, faculty scholarship, and service.

Promote Academic Rigor and Innovation

As the largest school within the University, the College is foundationally central to the mission of St. Mary's, and the Dean will have the opportunity to build upon this by providing strong and definitive leadership for its undergraduate and graduate academic programs, including the core curriculum. The new Dean is expected to lead in support of innovative teaching and the development of appropriate new curricular programs and the effective use of technology to support learning. The Dean should also foster collaborative initiatives with the other schools to develop interdisciplinary programs and to expand undergraduate research. A related challenge is to determine and maintain an appropriate balance among the College's program courses, the core curriculum, and courses offered for the other schools' programs. The Dean must serve as an advocate for the College of Arts, Humanities and Social Sciences and its undergraduate and graduate programs. In addition, determining careful and appropriate growth of online programs and supporting the development of these programs will be a key responsibility.

Strengthen Financial Management and Build Resources

As economic realities affect all of higher education, the Dean will need the fiscal acumen to enable strong financial management across all areas of the College's academic and administrative programs. The Dean will be asked to oversee operating budgets, identify new and existing resources for program

and infrastructure investment, lead a conversation about potential new revenue streams, and raise external funds. The Dean will be expected to work with the faculty, senior administration, and the Advancement team to articulate the strengths and needs of the academic programs to potential donors.

Essential Duties and Responsibilities

The first and fundamental duty and responsibility of the Dean of the College of Arts, Humanities and Social Sciences is to promote and support the mission of the University in the context of a Catholic, Marianist and liberal arts institution of higher education. Furthermore, the Dean is responsible for providing leadership and overall management of the College, including advancing the goals and strategies presented in the *Aspirational Strategic Action Plan*, support for instruction and research, personnel evaluations, preparation and management of budgets, support of faculty external grant writing, curriculum development, and fundraising.

The responsibilities of the Dean include:

Academic Leadership

- promote and serve as advocate for the graduate and undergraduate programs in Arts, Humanities and Social Sciences, including the University's Core Curriculum;
- support and evaluate the professional development of the faculty of the College of Arts, Humanities and Social Sciences;
- work closely with academic department chairs and graduate program directors to promote excellence in teaching and learning;
- promote assessment and review of academic programs;
- encourage the development of new programs, innovative teaching methods, faculty formation, and interdepartmental cooperation;
- promote and support high impact learning experiences including faculty-mentored research, service learning, community-based research, and alternative study opportunities;
- encourage and support research and creative work of faculty; and
- collaborate with other deans and administrative units to promote excellence in student learning, engagement, success, and retention.

Administrative and Management Leadership

- work closely with the Provost and Vice President for Academic Affairs on matters that concern the College of Arts, Humanities and Social Sciences;
- lead strategic planning in the College and participate in the strategic planning process of the University;
- serve on the Academic Council and Leadership Council of the University;
- establish a representative faculty advisory council within the College from which to seek advice regularly concerning academic matters;
- make salary recommendations to the Provost and Vice President for Academic Affairs;
- manage the budget and personnel of the office of the Dean of the College of Arts, Humanities and Social Sciences and monitor expenditures of the academic programs within the college;

- evaluate all faculty and staff within the College and make recommendations during faculty tenure and promotion processes; and
- promote commitments to diversity among students, faculty, and staff, and translate commitments to practices and policies.

Promotion of School and Resource Development

- establish, where advisable, and with approval of the Provost and Vice President for Academic Affairs, Advisory Councils of members of the civic community to assist in supporting the work of the College of Arts, Humanities and Social Sciences;
- represent and promote the College of Arts, Humanities and Social Sciences and its academic programs to internal and external constituents;
- promote the value of a Catholic and Marianist liberal arts education to students, parents, employers, and other constituents;
- work in collaboration with Enrollment Management to help recruit qualified students for the academic programs in the College of Arts, Humanities and Social Sciences; and
- work in collaboration with the University Advancement Office to raise funds for the College.

Qualifications:

- an understanding of education in the context of a Catholic and Marianist liberal arts university;
- an earned terminal degree from an accredited institution in a discipline identified at St. Mary's as arts, humanities or social science;
- experience as a full-time, tenured faculty member in a discipline related to the arts, humanities or social sciences;
- a strong record of teaching, scholarship and service equivalent to a tenured faculty member at St. Mary's;
- experience as an academic administrator with supervisory and evaluation responsibilities, and budget oversight;
- an ability to work collaboratively with academic chairs, program directors, academic deans, and senior administrators;
- experience with assessment, program review, and strategic planning; and
- evidence of a strong commitment to diversity.

Mission

St. Mary's University, as a Catholic Marianist University, fosters the formation of people in faith and educates leaders for the common good through community, integrated liberal arts and professional education, and academic excellence.

St. Mary's University's mission is deeply rooted in both the Liberal Arts and the Catholic Intellectual Tradition, which informs the five fundamental characteristics of a Marianist education: formation in faith; integral quality education; family spirit; service, justice and peace, and integrity of creation; and adaptation and change. These characteristics are the foundation of a holistic educational experience

designed to infuse students' professional training with an understanding of individual human development, community, the natural world, and God. These, in turn, inspire human vocations, ethical engagement and action, and creativity.

Students at St. Mary's experience a nurturing and vibrant community atmosphere that encourages and facilitates civic engagement, undergraduate and graduate research, comprehensive faculty mentoring, and service learning in San Antonio and around the world. That community experience is carried forward and manifested every year in the vocations and service of many alumni, a community of some 36,000 whose goal is to improve the human condition in the world.

About the University

[View Complete University Profile](#)

The College of Arts, Humanities and Social Sciences

Mission Statement: The College of Arts, Humanities and Social Sciences cultivates the whole person in Marianist tradition through academically rigorous programs that foster creativity, promote justice and advance scholarship for the transformation of local and global communities.

The College brings the University's heritage and mission to the modern student experience. It is the largest and most varied school at St. Mary's and is committed to providing students with a stimulating and meaningful education that balances in-depth study with a breadth of experience in the various disciplines that form the core of human knowledge, through robust arts, humanities and social science programs.

The Dean of the College oversees 21 departments and programs that offer more than 28 undergraduate and 15 graduate programs. The College is the cornerstone of the St. Mary's Catholic and Marianist liberal arts programs. The fundamental responsibility of the Dean is to promote and support the mission of the University in the context of a Catholic, Marianist liberal arts institution of higher education. The Dean of the College assists in the formulation of academic policies by serving on the Academic Council, an advisory body to the Provost and Vice President for Academic Affairs. The Dean also participates in university-wide decision-making by serving on the Leadership Council, an advisory body to the President of St. Mary's. Deans are appointed by the President, in consultation with the Provost and Vice President for Academic Affairs, for three-year terms, which are renewable.

About the Area

San Antonio is the seventh-largest city in the United States and the second-largest city in Texas, with a population of more than 1.3 million residents. Located in the south-central part of Texas, the city serves as the seat of Bexar County.

The jewel of the city is the River Walk, which runs through the downtown area. Lined with numerous shops, bars, and restaurants, as well as the Arneson River Theater, this attraction is transformed into an impressive festival of lights during the Christmas and New Year holiday period, and is suffused with the local sounds of folklórico and flamenco music during the summer, particularly during celebrations such as the Fiesta Noche del Rio. The Alamo, located nearby, is Texas's top tourist attraction, while the River Walk is the second most visited attraction. SeaWorld, located 16 miles west of downtown, is the number three attraction. San Antonio is world famous for its Mexican, Tex-Mex, and cosmopolitan cuisines at fine restaurants throughout the city. The San Antonio Missions National Historical Park was recognized as a UNESCO World Heritage Site in 2015.

In San Antonio, culture sings. We celebrate our rich heritage with vibrant parades, food-centric events, and lively, local entertainment. We collect medals to show off our San Antonio pride. What started in 1891 as a way to honor the heroes from the Battle of the Alamo has transformed into city-wide party with a purpose, Fiesta. The St. Mary's Alumni Association hosts one of the largest Fiesta events on the University campus every spring. The Fiesta Oyster Bake, now more than 100 years old, raises funds for scholarships for St. Mary's students.

San Antonio has a strong military presence. It is home to Fort Sam Houston, Lackland Air Force Base, Randolph Air Force Base, and Brooks City-Base, with Camp Bullis and Camp Stanley outside the city. San Antonio is home to five Fortune 500 companies; to the South Texas Medical Center, the premiere medical research and care provider in the South Texas region; and to the San Antonio Military Medical Center, the largest inpatient medical facility of the Department of Defense. For more information on San Antonio please visit: www.sanantonio.gov; www.sachamber.org; or www.visitsanantonio.com.

Application Information

For best consideration, apply by October 27, 2021.

Applications will be reviewed as they are received and should include a cover letter and curriculum vita. Please do not email applications. To be viewed by the firm apply directly here:

<https://acesrch.applicantstack.com/x/detail/a21esjy0z20v>

All information from and about candidates will be kept in strict confidence in perpetuity. For more information on St. Mary's University, please visit: www.stmarytx.edu.

Inquiries, nominations, and referrals will be treated confidentially and may be sent to Jennifer@ACESrch.com

Position start date: June 1, 2022

As a Catholic and Marianist University, St. Mary's University is guided by the Characteristics of a Marianist Education, which call for the development of respect for the dignity of the person and

education for service, justice, and peace. St. Mary's University is a Hispanic-Serving Institution and an Equal Opportunity Employer. All qualified applicants are welcome; we actively encourage minorities and women to apply.