

St. Mary's University
Dean of the School of Science, Engineering and Technology
San Antonio, Texas

Academic Career & Executive Search is pleased to assist St. Mary's University in their search for Dean of the School of Science, Engineering and Technology.

For best consideration, please apply by Aug. 23. On-campus final interviews are expected to take place in the fall.

St. Mary's University seeks a dynamic leader to serve as Dean of the School of Science, Engineering, and Technology. St. Mary's University, 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. St. Mary's is a Hispanic-Serving institution. 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.

The Dean promotes and integrates within the School of Science, Engineering and Technology the Catholic and Marianist mission of the University. This person 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 by promoting excellence in teaching, developing scholarship, and close student-faculty interactions.

The Dean represents St. Mary's to the external communities and fosters relationships and partnerships with industry leaders. In partnership with Enrollment Management, the Dean collaborates to increase enrollment at the undergraduate and graduate levels. In coordination with University Advancement, this person is expected to fundraise for the School of Science, Engineering and Technology.

The Dean works collaboratively with leaders across the campus to increase student success and persistence to graduation. The person proposes innovative approaches to delivering professional credentials in STEM education to students beyond traditional undergraduate and graduate course credits. The Dean advocates for the integration of the liberal arts and STEM education while providing expert guidance to the campus community on the impact of emerging technologies for higher education and society.

The Dean is expected to work collaboratively with a Chief Nursing Administrator to launch the Bachelor of Science in Nursing (BSN) program.

Provide Balanced Leadership

An overriding responsibility of the Dean is to lead efforts that will further strengthen the School of Science, Engineering and Technology 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 school 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 school'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

The Dean will have the opportunity to build upon the mission of St. Mary's by providing strong and definitive leadership for its undergraduate and graduate academic programs, including the core curriculum. The 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. The Dean must serve as an advocate for the School of Science, Engineering and Technology 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 higher education, the Dean will need the fiscal acumen to enable strong financial management across all areas of the school'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, raise external funds and increase enrollment. 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 School of Science, Engineering and Technology is to promote and support the mission of St. Mary's as a Catholic and Marianist University. Furthermore, the Dean is responsible for providing leadership and overall management of the school, including developing strategic goals and strategies, support for instruction and research, personnel evaluations, preparation and management of budgets, support of faculty external grant writing, curriculum development, and fundraising.

The Dean is expected to be a major fundraiser for the school, dedicating a significant percentage of time to the cultivation, solicitation, and stewardship of alumni, friends, and benefactors.

The Dean is expected to expand substantially the enrollment of the School of Science, Engineering and Technology, so it can continue to be an important contributor to the viability and success of the University.

The responsibilities of the Dean include the following:

Academic Leadership

- Promote and serve as advocate for the graduate and undergraduate programs in Science, Engineering and Technology, including the University's Core Curriculum;
- Support and evaluate the professional development of the faculty of the School of Science, Engineering and Technology;
- 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;
- 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 Executive Vice President for Academic Affairs on matters that concern the School of Science, Engineering and Technology;
- Lead strategic planning in the school 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 school from which to seek advice regularly concerning academic matters;
- Make salary recommendations to the Provost and Executive Vice President for Academic Affairs;
- Manage the budget and personnel of the office of the Dean of the School of Science, Engineering and Technology and monitor expenditures of the academic programs within the school;

- Evaluate all faculty and staff within the school 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 Executive Vice President for Academic Affairs, Advisory Councils of members of the civic community to assist in supporting the work of the School of Science, Engineering and Technology;
- Represent and promote the School of Science, Engineering and Technology 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 School of Science, Engineering and Technology; and
- Work in collaboration with the University Advancement Office to raise funds for the school.

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 science, engineering or technology;
- An affinity for working at a faith-based university;
- Preference for professional experience at or an education from a Catholic college or university;
- Experience as a full-time, tenured faculty member in a discipline related to science, engineering or technology;
- 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;
- Experience with accreditation, familiarity with ABET accreditation;
- Fundraising and advancement experience;
- Experience supporting extramurally funded research programs; and
- Evidence of a strong commitment to diversity.

About the University

[View Complete University Profile](#)

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.

Strategic Plan

St. Mary's University's vision is, as a Catholic and Marianist University, to become one of the finest private universities in the region, a gateway for its graduates to professional lives as ethical leaders in Texas, the nation, and the world.

The strategic plan, *Gateway: A Vision for St. Mary's University*, was launched in April 2013, soon after President Tom Mengler took office in Summer 2012. The term Gateway signifies an entry point, a beginning, and a pathway to a more significant stage. Gateway symbolizes and reaffirms the enduring role of St. Mary's integrating the liberal arts with professional preparation for students to lead purposeful lives. Gateway conveys an image of students arriving at St. Mary's on individual paths but joining a global family of men and women collaborating on behalf of the common good in service to God. Finally, Gateway evokes a dynamic vision, a strategic plan for a more vital and integrated role for St. Mary's as a partner in the future of San Antonio and the region.

A top institutional priority is to create a culture of excellence. This includes recruiting and retaining top students, strengthening, and promoting the Catholic and Marianist tradition, advancing the academic mission, increasing fundraising support to the University, strategically allocating resources through excellent stewardship, increasing financial and capital funding, and graduating ethical leaders who are highly sought after in the workplace after graduation.

St. Mary's just completed a \$165 million comprehensive campaign — a fundraising campaign 10 times greater than any prior St. Mary's University campaign and larger than all previous campaigns combined.

In 2017, St. Mary's publicly announced The Defining Moment Comprehensive Campaign that began in 2012 with a goal of \$130 million. After surpassing that amount by 2019, St. Mary's extended the goal to \$150 million. The campaign ended in December 2021 having exceeded its goal by raising \$165 million. The campaign funded 14 new academic positions, 94 new endowed scholarships and \$58.8 million in increased scholarship funding. It also provided \$5.2 million in funding for Catholic mission initiatives and to establish the Center for Catholic Studies. The School of Science, Engineering and Technology realized \$41 million in contributions from the campaign.

The **School of Science, Engineering and Technology** offers a student-centered, service-oriented environment that encourages students to analyze problems through scientific inquiry within the framework of moral and ethical considerations. The School has more than 50 full-time faculty teaching 19 undergraduate degree plan options, including seven majors in engineering fields, nine graduate programs and three post-baccalaureate certificates.

In recent years, the School has launched undergraduate programs in Bioinformatics, Forensic Science, Environmental Science and Software Engineering, as well as a master's degree in Cybersecurity. St. Mary's is the first in Texas to offer a comprehensive master's-level degree for Cybersecurity in San Antonio. St. Mary's, through the Master of Science in Cybersecurity program, has been designated by the National Security Agency and the Department of Homeland Security as a National Center of Academic Excellence in Cyber Defense.

The Biology degree has long been one of the largest and most popular majors among undergraduate students due to the University's reputation and success in preparing them for professional schools. Our graduates are accepted into medical and dental schools at 1.5 times the national rate.

At St. Mary's, the Maximizing Access to Research Careers (MARC) Undergraduate Student Training in Academic Research (U*STAR), sponsored by the National Institute of General Medical Sciences, has been engaging students for more than 30 years. The goal is to increase the number of underrepresented minority students who enter and complete doctoral research programs in the biomedical sciences.

As noted, the School of Science, Engineering and Technology realized \$41 million in contributions from The Defining Moment Comprehensive Campaign that supported scholarships, academic programs and renovations to facilities. It also funded a new Unmanned Ariel Systems (UAS) Laboratory (Drone Lab). The facility supports the new UAS concentration under the B.S. in Engineering Science program, the University's Drone Club and accommodates summer camps for high school students interested in drone technology and research.

The campaign included grants for STEM education. The University received \$1.15 million grant from USAA to support STEM studies, \$2.8 million from the U.S. Department of Education to renovate STEM labs and classrooms, and \$1 million from the National Science Foundation to increase Latino students obtaining degrees in STEM fields.

In 2014, the U.S. Department of Education awarded the Title V Promoting Postbaccalaureate Opportunities for Hispanic Americans (PPOHA) Program Grant to St. Mary's University to expand and enhance its offerings to graduate students. St. Mary's has a PPOHA project entitled, Promoting Excellence in Graduate Education, which addresses gaps and weaknesses that hinder the University from adequately serving the needs of Hispanic and disadvantaged post-baccalaureate students.

St. Mary's is preparing to launch a new Bachelor of Science in Nursing degree in August 2024. The program will be located in the School's new Innovation Center. Construction on a new nearly \$12 million Innovation Center will begin in Fall 2022. St. Mary's has already secured approximately \$6 million in gifts and pledges. Two of the three floors of the facility will support Advanced Manufacturing research,

instruction and industrial/community outreach in numerous engineering, computing, and related STEM disciplines. The third floor will house the proposed Bachelor of Science in Nursing program.

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 holidays 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 to honor the heroes from the Battle of the Alamo has transformed into city-wide party with a purpose called 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 Joint Base San Antonio, including Fort Sam Houston, Lackland Air Force Base, Randolph Air Force Base, with Camp Bullis outside the city. San Antonio is home to five Fortune 500 companies; to the South Texas Medical Center, the premier 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, please apply by Aug. 23. On-campus final interviews are expected to take place in the fall.

To be viewed by the search firm, you must apply directly at:

<https://acesrch.applicantstack.com/x/detail/a21esjyz98bz>

Please do not email applications.

Applications will be reviewed as they are received and should include a cover letter and curriculum vita. All applications are treated confidentially.

Inquiries, referrals, and nominations are treated confidentially:

Inquiries and questions: Please send to stmarysdeanset@acesrch.com

Nominations and referrals: Please send to nominations@acesrch.com

Position start date: June 1, 2023

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.