



Prospectus

Dean of the College of Humanities & Social Sciences



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POSITION INFORMATION AND QUALIFICATIONS

Minnesota State University, Mankato, a leading university with a growing international reputation for breakthrough applied research, invites applications and nominations for the position of Dean of the College of Humanities & Social Sciences. The University seeks an exceptional individual who will provide innovative, equity-minded and creative leadership to fulfil the vision of the college to prepare students to thrive in a diverse workplace and society that is increasingly connected to the global economy.

Minnesota State Mankato's culture merges big ideas with real-world thinking to solve problems with inspired actions. Minnesota State Mankato is a thriving institution with highly regarded academic programs, a long history of a strong student-focused culture, and a record of commitment to its community and region. The Dean will be a key leader in helping Minnesota State Mankato sustain and further strengthen programs and services for its students and the wider community.

EQUITY 2030 AND THE MINNESOTA STATE SYSTEM

Minnesota State Mankato is the largest institution within the Minnesota State System which includes 7 four-year institutions and 26 two-year colleges. By 2030, Minnesota State will eliminate the educational equity gaps for first-generation students, low-income students, indigenous students and students of color at every Minnesota State college and university. To achieve this, we must enhance access and increase student success by:

1. Increasing student retention, persistence, and graduation;
2. Increasing the percent of Minnesotans age 25 to 44 who have attained a postsecondary certificate or degree to 70 percent across all populations;
3. Increasing market share of high school graduates and the transfer rate from our two-year colleges to our universities: and
4. Increasing the number of post-traditional (adult) learners

While there is only one goal for Equity 2030, achieving that goal will require coordination and work across multiple areas of Minnesota State. In order to help organize the work and help each member of the Minnesota State community see how their role can contribute to Equity 2030, six strategic dimensions have been identified:

- Enhanced access: Enhanced access entails strengthening partnerships and collaboration with elementary and secondary education, business and industry, community-based organizations, and philanthropic partners to expand and grow current programming and identify new ways to support students.
- Student academic success: By establishing guided learning pathways that focus on academic preparation, progression, and accomplishment within an area of study and career, Minnesota State will increase and improve student academic success.
- Student engagement and support: Improving opportunities within the institution and across the state for

student engagement and support, both academic and non-academic, including supporting student access to resources to meet basic needs, will enable more students to attend college and earn a credential.

- Data-guided decision-making: Making sure that the right people have access to the right information at the right times as well as authority and information necessary to intervene effectively when needed will be essential for Equity 2030 to succeed.
- Financial resources and support: Engagement with community partners to combine efforts and resources may open opportunities for student support that are previously unused.
- Workforce diversity and strategic talent management: Minnesota State will also encourage workforce and industry partners to adopt and implement worker-centered policies that support lifelong learning.

BACKGROUND AND CAMPUS OVERVIEW

Since its founding in 1868 as Mankato Normal School, the school has focused on educating tomorrow's leaders to apply big ideas and real-world thinking to solve problems with inspired actions. For more than 155 years, the people of Minnesota State Mankato have been pairing bold aspirations with practical applications that have the power to change the world. We are an opportunity-rich community where big ideas become real-world solutions through inspired action.

Today, more than 15,700 students, including more than 1,600 international students from more than 100 countries, attend Minnesota State Mankato, making it the second largest university in Minnesota. The nearly 1,600 faculty and staff, including more than 700 teaching faculty, are distinguished by their dedication and loyalty to the institution's mission and their students.

The University's academic quality is recognized through its accreditation by the Higher Learning Commission. More than 90 academic programs also hold specialized accreditation, certification and or recognition from 25 different recognized accrediting agencies; six non-academic programs also hold specialized accreditation, certification or recognition.

Minnesota State Mankato has an annual budget of \$240 million and its endowment is over \$100 million. Minnesota State Mankato [generates an annual economic impact](#) of over \$827 million. Alumni and friends provide significant private financial support to the University, donating almost \$35 million during the last fiscal year that allowed the University's Foundation to provide more than \$2.3 million in scholarships and emergency grants and to help fund a major capital campaign. Faculty and staff are represented by collective bargaining units and all negotiations occur at the state level, either through the Minnesota State System Office or through the Minnesota Management and Budget Employee Relations Division.

We also take the opportunity to recognize that we live, work, and learn in the homeland of the Dakota people, whose language frames our name—Minnesota State University, Mankato.

MISSION, VALUES AND VISION

Mission:

Minnesota State University, Mankato promotes learning through effective undergraduate and graduate teaching, scholarship, and research in service to the state, the region, and the global community.

Vision:

Minnesota State Mankato will be known as a university where people expect to go further than they thought possible by combining knowledge and the passion to achieve great things.

Our foundation for this vision is our heritage of both dedicated teaching and the direct application of knowledge to improve a diverse community and world. We will achieve it by actively nurturing the passion within students, faculty, and staff to push beyond possibility on the way to realizing dreams.

Core Values:

Minnesota State University, Mankato is an innovative, student-centered learning community that values:

- Integrity and respect in the way we conduct ourselves
- Diversity in who we are and what we do
- Access to our programs and services that create opportunities for all to pursue their dreams
- Responsibility to those we serve by providing an education that inspires solutions to society's challenges
- Excellence in our academic and non-academic pursuits

LEADERSHIP

Edward Inch, President

Dr. Edward S. Inch is the 13th President of Minnesota State University, Mankato. He assumed the presidency July 1, 2021, and brought with him strategic leadership and an understanding of the importance of working in a collaborative, transparent and authentic manner to build a shared vision.

President Inch sees the University as playing an instrumental role in the lives of its students and region. Dr. Inch brings to Minnesota State Mankato 36 years of distinguished university leadership experience. Before coming to Mankato, Dr. Inch served as the Provost and Vice President for Academic Affairs at California State University, East Bay. Prior to Cal State East Bay, Dr. Inch served as the Dean of the College of Arts and Letters at California State University, Sacramento; Provost and Vice President for Academic Affairs at Capital University in Columbus, Ohio; and Dean of the School of Arts and Communication at Pacific Lutheran University in Tacoma, Washington. Dr. Inch began his academic career as a lecturer at Western Washington University before becoming an assistant professor in the Department of Communication and Theatre at Pacific Lutheran University.

In addition to his cabinet-level and dean work, Dr. Inch was an American Council on Education Fellow hosted by California State University, Sacramento. While at Pacific Lutheran University, he served as an accreditor for the Northwest Commission on Colleges and Universities. He also earned the Washington State Bar Association's certificate in Alternative Dispute Resolution and Norway's Nansen Academy's certificate in International Peacebuilding. He worked with the Academy's international initiatives and programs focused on mediation and conflict management in the Balkans.

Throughout his career, Dr. Inch's top priorities have been improving student outcomes and access, ensuring instructional capacity and proactive learning support services. Providing a strong, student-centered and inclusive learning environment is at the heart of these efforts. Dr. Inch has worked to enhance student/faculty research and creative projects, provide greater access to internships and service-learning projects, develop an innovation and entrepreneurship hub and restructure teaching loads to allow for more and better faculty scholarship.

David Hood, Provost and Senior Vice President for Academic Affairs

On July 1, 2022, David Hood started as Provost and Senior Vice President for Academic Affairs at Minnesota State University, Mankato. Prior to his appointment Dr. Hood was the Associate Provost for Undergraduate Education and founding Dean, University College at Montclair State University, from August 2018 to June 2022. At Montclair State, Provost Hood was successful in opening and launching the University College.

In addition, he oversaw the development of Montclair State's Advising 2025 Strategic Plan and was responsible for creating and implementing policies and initiatives that have contributed to undergraduate students' ability to successfully navigate university study and decrease their time to degree attainment.

Before his position at Montclair State, Provost Hood served at North Carolina Central University, where he provided leadership for five years as Associate Dean and nearly three years as Dean of University College. Additionally, Dr. Hood has held administrative and/or faculty appointments at Central Michigan University, Virginia Union University, Elizabeth

City State University, Tennessee State University, and J.F. Drake Technical College.

ACADEMICS

Minnesota State University, Mankato offers over 99 undergraduate programs of study, and over 55 graduate programs, including master's, specialist, and doctoral programs. Some programs are also offered online or through various [University Extended Education](#) venues, including the facility at 7700 France in Edina and as well as through completion programs at our 2-year community college partner locations.

Excellence across the curriculum is a Minnesota State Mankato hallmark. Each of the University's academic colleges have achieved distinction, and students access comprehensive academic support services to excel in and out of the classroom.

The University is comprised of five Colleges: [Allied Health and Nursing](#), [Business](#), [Education](#), [Humanities and Social Sciences](#), and [Science, Engineering & Technology](#). The Division of Academic Affairs also includes Graduate Studies; Library and Learning; Global Education; the Office of Research and Sponsored Programs; the Center for Excellence in Scholarship and Research; the Center for Excellence in Teaching and Learning; and The School of Applied Agriculture, Food and Natural Resources.

COLLEGE OF HUMANITIES & SOCIAL SCIENCES

The College of Humanities and Social Sciences is an inclusive community of diverse learners seeking to examine, engage with, and transform the social world while nurturing creativity and innovation.

Our programs will prepare students to thrive in a diverse workplace and society that is increasingly connected to the global economy. We offer students the opportunity to enhance their learning through applied experiences such as internships, service learning, study abroad and away courses, and many more.

Earning a degree from the College of Humanities & Social Sciences means you're getting an education and unlocking doors to endless possibilities. Whether it's adapting to new challenges or exploring various career paths, our programs set you up to succeed anywhere you choose – “From here, anywhere.”

Departments:

[Anthropology & Geography:](#)

Anthropology is the study of the origins and diversity of human biology and culture. The Earth Science program emphasizes study in Earth Systems Science – a STEM field and an interdisciplinary focus of study that examines our planet's connected natural systems of the atmosphere, biosphere, cryosphere, geosphere, hydrosphere, pedosphere, and our place in the cosmos. Geographers explore the relationships and interactions between people and our environment using a diverse suite of field-, laboratory-, and computer-based research tools and techniques to solve real-world problems.

[Communication & Media:](#)

Empowering students to lead, influence, and relate to diverse communities and audiences in the dynamic world of communication and media by cultivating a comprehensive skill set to navigate the evolving media landscape and make a meaningful impact in shaping narratives and creating connections in an interconnected world.

[Creative Arts:](#)

The Department of Creative Arts is comprised of three robust programs: Art & Design, Creative Writing, and Film & Media Studies. This combination fosters unique collaborations and innovative approaches to creativity. The department prides itself on nurturing creative projects and creative thinking in its students. Faculty-student ratios in program core and elective courses allow for meaningful relationships to develop. Faculty are working professionals in visual arts, creative writing, and film studies.

Criminal Justice:

Our mission is to prepare students to be ethical and effective members of the criminal justice system by introducing them to the research-based knowledge and practical skills needed to promote public safety, quality of life, and restorative justice in the diverse communities they will serve.

Economics, Ethic Studies, & Government:

Economics is a social and behavioral science discipline that uses the scientific method from the natural and mathematics disciplines and its own unique perspective on how markets work to understand human rational decision making under constraints. The Ethnic Studies program offers an interdisciplinary program that is academically committed to promoting multicultural and ethnic knowledge, skills and values. Our Government programs provide high quality, multi-perspective, and practical education that prepares students for ethical, professional, and intellectual leadership and life-long learning in a democratic society within an interdependent global community.

English:

English students learn the critical thinking, flexibility, and empathy that the current job market demands and global citizenship requires. Our classes cultivate the adaptable skills of reading, writing, analysis, research, and presentation.

History & Gender Studies:

Our programs in History introduce students to the world both inside and outside of the classroom, focus on building diverse communities and multicultural connections, and have a deep commitment to our students' success in both their educational goals and future career plans. The Gender & Women's Studies program at Minnesota State University, Mankato contributes to feminist and social concerns through undergraduate and graduate degree programs and courses.

Performing Arts (Dance, Music, Theatre Arts):

Our Dance Program is a dynamic and growing field of study that provides students with a rich program of study, five degree options, diverse performance opportunities and off-campus events. The Music Program reaches beyond expectations, both creatively and academically, and students gain hands-on experience in professional settings. The Theatre Arts Program offers an array of opportunities exploring a wide range of dramatic literature and movement possibilities in three performance venues.

Philosophy, Languages, & Cultures:

Philosophy uses both logical reasoning and creative imagination to investigate some of the most fundamental questions about the human experience and the nature of reality. Our students become independent and critical thinkers who are equipped to excel in any profession. Proficiency in another language opens doors to opportunities in many professional fields. Students acquire knowledge and skills in global citizenship, diversity, and critical thinking with local and worldwide relevance. We also offer study-abroad opportunities to enhance the learning experience.

Psychology:

Psychology majors at Minnesota State Mankato gain a scientific understanding of human behavior by actively engaging in research even as undergrads. That experience, along with the range of specialties and interdisciplinary options available within the program, prepares them to pursue advanced degrees as well as careers in business, human resources and other related fields.

Sociology & Leadership Studies:

Sociological knowledge is a very powerful instrument in understanding the social dynamics of politics, family, community and work. Sociology can help prepare you for a variety of careers and improve your ability to promote social justice in your community. The Aging Studies program prepares students to have a meaningful impact on society by supporting individuals as they age. The Applied Leadership program helps you build the skills needed to lead people, work in virtual teams, communicate effectively, and develop the critical thinking and innovative mindset that helps you be a change agent in your organization.

Centers, Laboratories, Institutes and Special Programs:

Chelsey Center on Aging:

The Chelsey Center on Aging serves as the hub for aging-related resources and research on the Minnesota State Mankato campus as well as the portal for collaborations with community agencies and institutions.

Earth Systems Laboratory:

The EARTH Systems Lab is an interdisciplinary partnership between Minnesota State faculty in Earth Science, Archeology, and Physical Geography that serves as a hub for innovative and collaborative scientific research with regional, national, and global impacts.

Kessel Peace Institute:

The mission of Kessel Peace Institute is to advance the understanding and existence of peace at all levels. Workshops, public lectures & cultural presentations.

Minnesota State Mankato Scholars Serving Time Program:

The Minnesota State Mankato Scholars Serving Time Program provides Associate of Arts Degrees to incarcerated people in Minnesota correctional facilities.

Mapping Mankato Project:

This project is intended to identify the history of structural racism in the city of Mankato based on the existence of racially restrictive covenants in real estate deeds. The project team with help from students and community volunteers will read and analyze deeds, identify and document restrictive covenants, and map where those covenants exist in the city.

Criminal Justice Career Academy:

The Criminal Justice Career Academy is a small learning community of Minnesota high school students taking introductory and foundational criminal justice courses. It is a faculty-led initiative in the Department of Criminal Justice at Minnesota State University, Mankato.

Center for Economic Education:

The Center is an affiliate of the Minnesota Council on Economic Education (MCEE) and the Council on Economic Education (CEE), formerly known as National Council on Economic Education (NCEE).

Good Thunder Reading Series:

Whether you read literature or write it, Good Thunder Reading Series offers ways to engage with our visiting writers through writing workshops, craft talks, and readings.

GRADUATE STUDIES

Minnesota State Mankato is one of the largest providers of graduate education in the state. Our reasonable tuition, outstanding faculty, and nationally recognized academic programs make Minnesota State Mankato one of the best educational values in the country. Since 1953, we have built a reputation for providing high quality programs that provide creative, scholarly, and research opportunities that address the needs of our students and our state, region and world.

UNIVERSITY RESEARCH

Minnesota State Mankato faculty members are scholars on the leading edge of knowledge in their fields. They work together with undergraduate and graduate students in applying their knowledge to solve real-world problems. Faculty and students conduct research in state-of-the-art facilities, including a number of research centers. Faculty and students are also supported through the Undergraduate Research Center, Research and Sponsored Programs, Center for

Excellence in Scholarship and Research, and the Institutional Review Board. Faculty can apply for internal Faculty Research Grants and have opportunities for recognition for their research, scholarly and creative work.

ONLINE AND OFF-CAMPUS PROGRAMS

Minnesota State Mankato provides access to high-quality programs beyond traditional on-campus experiences to fit the needs of working professionals and busy adults who want to advance their careers, complete a degree, or build new skill sets. This includes delivery of off-campus, online education for 100 percent online bachelor's degree completion programs as well as undergraduate and graduate credits and continuing professional education units with the flexibility to learn anywhere. In addition to fully online programs, we have partnerships with our 2-year colleges to offer bachelor completion programs on site as well as other partner locations.

[Center for Workforce Professional Education](#) provides leadership-based programming, executive-level programs, workforce training, and opportunities to earn continuing education units (CEUs). Professional development subjects vary significantly to meet industry needs. Some examples include Human Resources, Leadership, Financial Planning, Manufacturing Technology, and Education. The Center for Workforce Professional Education also offers the Certified Financial Planner (CFP) program.

LIBRARY & LEARNING SERVICES

Library & Learning strives to be an innovative and creative resource to fulfill the vision of a learning commons and epicenter for intellectual inquiry for a comprehensive university in the 21st century. Library Services provides strong support to the University's programs with a collection of more than 1.3 million volumes, including access to hundreds of electronic databases and journals; 750,000+ e-books; and well-equipped modern facilities with state-of-the-art technologies. The Library is a destination of choice and registers an average of 2,000+ daily visits during the academic semester.

Library & Learning encompasses several student support services using an equity-minded, collaborative and innovative strategy, including three federally supported [TRIO programs](#), the [Center for Academic Success](#), University [Honors](#) and [Fellowship](#) programs, [Learning Communities](#), [MavPASS](#) supplemental instruction services, and the [Undergraduate Research Center](#).

LEARN MORE ABOUT THE OTHER DIVISIONS OF THE UNIVERSITY

[Administrative Services](#)

[Athletics](#)

[Diversity, Equity and Inclusion](#)

[Finance and Facilities](#)

[IT Solutions](#)

[Student Affairs and Enrollment Management](#)

[Student Success and Engagement](#)

[University Advancement](#)

THE COMMUNITY – MANKATO, MN

Nestled in the scenic Minnesota River Valley, greater Mankato, Minnesota, includes the communities of Mankato and North Mankato — and offers a perfect blend of close-knit community and city life just 80 miles from the Twin Cities. With a diverse economy, strong job market and a regional medical center, it's a great place to live, learn and work.

The University sits atop 303 acres overlooking the Minnesota River Valley. Mankato's population is over 44,000 and the Greater Mankato area has a population of over 100k. Minnesota State Mankato adds \$827 million annually to the Mankato economy (2023 Minnesota State system study.)

Mankato is a major regional center designated as a Metropolitan Statistical Area and has earned several livability awards, including: a top 10 spot for "best small college towns" by Schools.com; one of the "best small college towns in America" by College Values Online; and "best small places for businesses and careers" by Forbes. Recently, it was [reported](#) that Mankato's economic growth leads Minnesota and among the top in the nation. Low office and energy costs and productive workforce make [Mankato one of the least expensive places to do business](#) in the Upper Midwest; and, in the top 17 percent of the nation.

Education is central to the area's quality of life and economy, in that more students choose to pursue higher education in the Mankato area than any other community outside of the Twin Cities. The city of Mankato is renowned for rivers, lakes, ravines, bluffs, natural prairies, and forested areas that offer breathtaking landscapes with more than 50 miles of paved trails for all-season cycling, walking, and hiking.

The city of Mankato keeps its visitors and residents entertained year-round with plenty of exciting events and festivals. Almost all events are focused on celebrating the unique character of the Mankato area—including its history, climate, location and friendly atmosphere., including the International Festival, Mankato River Ramble, Mankato Marathon, History Fest, Mankato Annual Traditional Pow-Wow, MN Senior Games, Kiwanis Holiday Lights, the Speechless Film Festival, Thunder of Drums, City Art Walking Sculpture Tour, more than 20 concerts a year, and the annual Ribfest. To learn more about Mankato, please visit [Greater Mankato Growth](#) and [Visit Greater Mankato](#).

THE ROLE OF THE DEAN, COLLEGE OF HUMANITIES & SOCIAL SCIENCES

[Click Here to View the Position Description/Job Posting](#)

OPPORTUNITIES AND CHALLENGES

Strategic Vision & Identity

The next Dean will lead the College through a bold and inclusive strategic planning process—shaping the future of curricula, research, creative activity, and community engagement. This is a unique opportunity to foster a compelling and cohesive identity for the College, aligning its mission with university-wide goals such as advancing community engagement, delivering foundational education across disciplines, and preparing students for meaningful leadership in their communities.

Faculty Development & Academic Excellence

Partnering with department chairs and faculty, the Dean will cultivate a collaborative and high-performing academic community. The role includes guiding hiring priorities, recruiting and retaining top-tier scholars and educators, and establishing mentorship and professional development strategies that support faculty at every career stage. The Dean will champion a student-centered culture rooted in the University's Destination 2030 Strategic Plan and the Comprehensive Academic Plan.

Community Engagement & External Partnerships

With its diverse disciplines and deep commitment to public impact, the College is well-positioned to expand experiential learning and community partnerships. The Dean will play a pivotal role in strengthening relationships with regional, state, national, and global organizations to amplify the College's visibility, and enhancing the real-world impact of its programs and graduates.

Resource Development & Innovation

To realize the College's ambitious goals, the Dean will lead efforts to secure new resources by stewarding existing relationships and cultivating new friends of the College. In addition, the dean will be expected to work collaboratively with the faculty to develop ideas for high impact projects and initiatives to attract grants, and other philanthropic support. Development efforts should support student scholarships, faculty research, and innovative programming that

elevates the College's profile and reach.

Communication & Collaboration

As a visible and engaged leader, the Dean will foster transparent communication across departments and with students, staff, and university leadership. The Dean will also serve as a key advocate for the College, shaping its brand and messaging to attract prospective students, faculty, and partners from the region and around the globe.

Commitment to Diversity & Inclusion

Minnesota State Mankato is deeply committed to equity and inclusion. The Dean will advance this commitment by promoting a welcoming and diverse academic environment, supporting initiatives that reflect the lived experiences of all students, and ensuring inclusive excellence across the College.

Graduate Program Growth

The Dean will collaborate with faculty to expand graduate offerings that align with institutional priorities and meet emerging workforce and societal needs. This is a strategic opportunity to shape graduate education that is both impactful and sustainable.

HOW TO APPLY

To apply submit a cover letter, curriculum vitae, and reference list. The cover letter should address the opportunities and challenges, and the characteristics, duties and responsibilities sections of the position description. All nominations applications shall be confidential. **For best consideration, submit your application on or before January 02, 2026.**

Minnesota State University, Mankato has a long-standing commitment to diversity and is actively seeking to nurture and enrich its underrepresented communities. Women, minorities, and individuals with disabilities are encouraged to apply. In accordance with USCIS regulations, successful applicants must be legally able to accept work in the United States.

Requests for reasonable accommodation of a disability during the application and/or interview process should be made to Human Resources, 507-389-2015 (V), 800-267-3529 or 711(MRS/TTY). This announcement is available in alternative format upon request.

Minnesota State University, Mankato is an affirmative action/equal opportunity university and is a member of the Minnesota State Colleges and Universities system.