Founding Dean of the College of Liberal Arts and Social Sciences
PROFILE SEARCH
FOUNDING DEAN OF THE COLLEGE OF LIBERAL ARTS AND SOCIAL SCIENCES

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 Founding Dean of the College of Liberal Arts and Social Sciences (“the Founding Dean”). The University seeks an exceptional individual with a distinguished record of management, teaching, and scholarship to provide creative, visionary, and responsible leadership and to advise the Provost on all matters related to the College of Liberal Arts and Social Sciences.

Minnesota State Mankato’s culture merges big ideas with real-world thinking to nurture innovation and creative thought. 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 Founding 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 seven universities and 30 two-year colleges. The Minnesota State system has established a strategic vision, Equity 2030, which aims to close the educational equity gaps across race and ethnicity, socioeconomic status, and geographic location by the end of the decade at every Minnesota State college and university, and to provide an opportunity for all to create a better future for themselves, their families, and their communities. The focus of the work of Equity 2030 includes:

» Enhancing access and student success
» Providing Minnesota with the talent it needs
» Anchoring the communities and regions served

Equity 2030 seeks to bridge efforts across divisions and institutions, to create an intentional statewide culture of equity-minded collaboration, resulting in equitable practice embedded through the institutions.

In alignment with Equity 2030, Minnesota State Mankato has identified five broad themes as the basis for developing its next comprehensive strategic plan. The five themes are:

» Serving students and managing enrollment
» Focusing on resources
» Offering an exceptional student experience
» Caring for health and well being
» Ensuring a welcoming, equitable, and inclusive university

Minnesota State Mankato seeks to attract teacher-scholars and staff who are culturally and academically diverse and who share a demonstrated commitment to creating an inclusive learning and working environment. Minnesota State Mankato is student-centered and focuses on applied research that expands knowledge, improves learning, and serves the region, state, and nation.
MISSION, VISION AND VALUES

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. For more than 150 years, the people of Minnesota State Mankato have been pairing bold aspirations with practical applications that have the power to change the world, including reducing dependence on foreign oil, improving the sustainability of construction methods, and exploring new artistic techniques. Such ventures illustrate Minnesota State Mankato’s commitment to transforming the typical college experience into one that is more meaningful and more connected to the rest of the world.

Today, more than 14,000 students, including more than 1,280 international students from 96 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 offers more than 130 undergraduate programs of study and more than 85 graduate programs including master’s, specialist, and doctoral programs. These programs currently are offered through six academic colleges: Allied Health and Nursing; Arts and Humanities; Business; Education; Science, Engineering and Technology; and Social and Behavioral Sciences. The College of Arts and Humanities and the College of Social and Behavioral Sciences are joining together in the new College of Liberal Arts and Social Sciences. Several of the programs, or portions of them, are also offered through various Online and Off-Campus Programs, including at Minnesota State University, Mankato’s Edina location.

The University is accredited by the Higher Learning Commission of the North Central Association of Colleges and Schools. In 2016, an evaluation team recommended that the University be reaccredited for the maximum 10-year period. Ninety academic programs also hold specialized accreditation, certification, or recognition from 24 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 $70 million. A 2019 Economic Impact Study revealed that Minnesota State Mankato contributes $781 million annually to the Mankato economy. In 2019-20, students received $133 million in scholarships, grants, work-study, and other support awarded. 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
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; and
» Excellence in our academic and non-academic pursuits.
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.

COLLEGE OF LIBERAL ARTS AND SOCIAL SCIENCES
The newly formed College of Liberal Arts and Social Sciences brings together the College of Arts and Humanities and the College of Social and Behavioral Sciences. Academic programs of the College of Liberal Arts and Social Sciences range from traditional liberal arts to interdisciplinary studies. The combined strengths of the diverse faculty provide the base for a unique educational experience in a wide array of programs including Aging Studies, American Indigenous Studies, Anthropology, Applied Leadership, Art, Communication Studies, Corrections, Criminal Justice, Dance, Earth Science, Economics, English, Ethnic Studies, Film & Media Studies, Gender and Women’s Studies, Geography, History, Humanities, International Relations, Law Enforcement, Mass Media, Music, Nonprofit Leadership, Philosophy, Political Science, Psychology, Public Administration, Social Studies, Sociology, Theatre, Urban and Regional Studies, and World Languages & Cultures. The college also has post-baccalaureate work leading to a master’s degree is available in many of the programs and an applied doctorate degree (Psy. D.) in School Psychology.

The College houses the Center for Economic Education, the Chesley Center on Aging, and the Kessel Peace Institute.

Students in the College are active participants in their education, and many participate in internships, practicums, service learning, field trips, and study abroad opportunities. The College prepares students to enhance the quality of community life and contributes to the aesthetic, cultural, intellectual, and social environment of the campus and community through extensive programming of public events, such as dance showcases, jazz ensembles, holiday choral concerts, performance pieces, and the popular Maverick Machine.

COLLEGE OF ALLIED HEALTH AND NURSING
The College of Allied Health and Nursing includes seven academic departments and one school: Dental Hygiene; Family Consumer Science; Health Science; Social Work; Human Performance; Recreation, Parks, and Leisure Services; Speech, Hearing and Rehabilitation Services; and the School of Nursing. These programs offer several academic majors and minors. Post-baccalaureate work leading to a master’s degree is available in many of the programs, along with an applied doctoral program in the School of Nursing. In
addition, the College coordinates pre-professional programs in Pre-Physical Therapy and Pre-Occupational Therapy. Many of the programs within the College of Allied Health and Nursing are accredited by national and/or state agencies.

COLLEGE OF BUSINESS
The College of Business, accredited by AACSB International (the Association to Advance Collegiate Schools of Business) since 1997, offers high-demand undergraduate and graduate programs. The undergraduate programs include Accounting, Finance, Management, International Business, and Marketing. The graduate programs include a longstanding MBA program and a Master of Accounting (MAcc) program delivered at both the Mankato and Edina locations. The College collaborates with other programs throughout campus and is engaged in partnership with industry and international programs. The vision of the College of Business is to be a center of excellence where leaders, scholars, and students collaborate to find business solutions to global problems through education and research. Much of the curriculum is situated around experience-based and technologically enhanced initiatives. The College has over 21,000 alumni, and its mentoring and partnership projects aim to bring students, alumni, and industry together.

COLLEGE OF EDUCATION
The College of Education is accredited by the Council for the Accreditation of Education Preparation, the Council on Accreditation for Counseling and Related Education Programs, Aviation Accreditation Board International (AABI), and the National Association for the Education of Young Children. The College provides undergraduate programs; master's, specialist, and applied doctoral degree programs; and several initial and advanced licensure options. The College of Education supports seven departments: Aviation, Elementary and Literacy Education, K-12 and Secondary Education, Counseling and Student Personnel, Educational Leadership, Special Education, and Military Science & Leadership (Army ROTC). The College also supports the Children’s House, an on-campus childcare facility, three centers (the Center for Engaged Leadership, the Center for Educator Partnerships and Student Support, and the Center for Educator Support), and an Office of Field & International Experience. The College provides programs at the Mankato campus, at the Edina location and online. The College also has strong, established E-12 school district partnerships.

COLLEGE OF SCIENCE, ENGINEERING AND TECHNOLOGY
The College of Science, Engineering and Technology includes the departments of Automotive and Manufacturing Engineering Technology, Biological Sciences, Biochemistry and Chemistry and Geology, Computer Information Science, Construction Management, Electrical and Computer Engineering and Technology, Integrated Engineering, Mathematics and Statistics, Mechanical and Civil Engineering, and Physics and Astronomy. The civil, electrical, integrated, and mechanical engineering programs are accredited by ABET. The automotive engineering technology, manufacturing engineering technology, computer engineering technology, and electronic engineering technology programs are accredited by the Technology Accreditation Commission of ABET. The BS chemistry program is accredited by the American Chemical Society. Departments offer curricula to prepare students for professional careers and/or advanced study in the sciences, technology, engineering, and mathematics fields. Post-baccalaureate work leading to a master's degree is available in many of the programs. Pre-professional programs are offered in a variety of areas including agriculture, chiropractic, dentistry, engineering, forestry, medicine, mortuary science, optometry, osteopathic medicine, pharmacy, podiatry medicine, and veterinary medicine. A hallmark of the College is Iron Range Engineering (IRE) and Twin Cities Engineering (TCE), both project-based learning programs with two different pathways in which students work closely with industry on design projects. The goal of this approach is to produce graduates with significant integrated technical and professional knowledge and competencies. The collaborative program has been nationally recognized for its innovative approach to engineering studies.

COLLEGE OF GRADUATE STUDIES
With more than 75 master’s degree and graduate certificate programs and four applied doctoral degree programs, Minnesota State Mankato blends the opportunity and excitement of a comprehensive university with the personal attention that is at the core of quality graduate education. Graduate students flourish in an inclusive community that embraces both the diversity of academic disciplines and the diversity of the student body. Led by the Associate Vice President for Curriculum and Dean of Graduate Studies, this position administers the University’s Policy Consultation and Approval Committee, including solicitation of policy recommendations, establishing policy priorities, selection of policy drafters, and ensuring a broad-based, equity-minded, and comprehensive review, leading to recommendation by divisional Vice Presidents and Approval by the President. This position also provides direction and oversight for the First Year Experience, General Education, and other high impact practices and initiatives to enhance the quality and distinction of education across the University.

UNIVERSITY RESEARCH
Minnesota State Mankato supports undergraduate and graduate research. Through the Undergraduate Research Center, Research and Sponsored Programs, and the Center for Excellence in Scholarship and Research, the Associate Vice President for Research and Dean of Extended Campus provides leadership to support the growing research agendas of faculty.
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% online bachelor degree completion programs as well as undergraduate and graduate credits and continuing professional education units with the flexibility to learn from anywhere. The University Extended Campus programs provide off-campus programs through the Normandale Partnership Center and at Mankato’s Edina location. The Edina facility is the University’s most extensive off-campus location, offering upper division undergraduate courses and graduate courses and programs and conveniently located within the Twin Cities area.

Mankato’s Center for Workforce Professional Education provides leadership-based programming, executive level programs, workforce training, youth programs, and opportunities to earn continuing education units (CEUs). Professional development subjects include Human Resources, Forensics, Communication, Family Mediation, Corrections, School Social Work, Historic Preservation, Business, Financial Planning, Legal Studies, Nursing, Manufacturing Technology, and Education. The Center for Workforce Professional Education also offers the Certified Financial Planner (CFP) program.

A significant portion of Minnesota State Mankato’s Academic Affairs also includes comprehensive support services for students, faculty, and staff including: the federally funded TRIO Student Support Services program; the Kearney International Center; the Center for Excellence in Scholarship and Research; the Center for Excellence in Teaching and Learning; and the Strategic Partnerships Center.

THE MEMORIAL LIBRARY & MUSIC LIBRARY

The Memorial Library provides strong support to the University’s programs with 50 staff, a collection of more than one million volumes, including access to more than 200 electronic databases, 60,000+ e-journals, 80,000+ 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 5,000+ daily visits during the academic semester. The Kiyo Suyematsu Music Library supports programs offered by the music and theatre departments along with the general music information needs of the University and the greater community.

Led by the Dean of the Library and Learning, the Library strives to be an innovative and creative resource to fulfill the vision of the library as a learning commons and epicenter for intellectual inquiry for a comprehensive university in the 21st century. The Dean oversees a wide range of student support services using an equity-minded, collaborative and innovative strategy, including the University Honor’s and Fellowship programs, the Trio programs, tutoring and supplemental instruction services, and the Undergraduate Research Center. Minnesota State Mankato is recognized by the Council on Undergraduate Research as one of the country’s top 20 universities in undergraduate research.
Big Ideas.

Real-World Thinking.
STUDENT LIFE

The Student Affairs and Enrollment Management division includes the Vice President for Student Affairs and Enrollment Management, Student Conduct, Security, Residential Life, Centennial Student Union, Health Services, Campus Recreation, Admissions, Office of New Student and Family Programs, Career Development, and the Counseling Center. The Student Affairs and Enrollment Management staff collaborates with Academic Affairs to prepare students for success in their chosen profession and to be contributing members of a diverse global society. Each student's needs and background are unique, and programs and services are designed to foster student learning and development and to enhance the educational experience. Nearly 40 percent of Mankato's undergraduates are first-generation college students, 26 percent are Pell-eligible, and 18 percent are students of color. International students make up more than 8 percent of the undergraduate student body and 10 percent of all graduate students.

The University's spirit is routinely charged by great art, entertainment, and the excitement of athletics. New and renovated housing, coupled with a diverse campus, facilitates students to share and learn from each other. Through Minnesota State Mankato's comprehensive academic support programs, students flourish through participation in scholarly communities, over 200 student organizations, and the first-year seminar program.

INSTITUTIONAL DIVERSITY

Diversity, Equity, and Inclusion, led by the Vice President for Diversity, Equity & Inclusion and Chief Diversity Officer, actively promotes a campus-wide cross-cultural understanding and appreciation of differences. The staff provides direct services to students, and hosts enriching educational programs, cultural activities, and insightful conferences for area youth, students, faculty, and staff. Programs and resources within the University's Diversity, Equity and Inclusion include: the Lesbian, Gay, Bisexual, Transgender (LGBT) Center; the Multicultural Center; the Women's Center; and the Bias Incident Support and Advisory (BISA) Team. Minnesota State Mankato takes pride in having the second-oldest campus LGBT center in the country.

Diversity, Equity, and Inclusion supports a multicultural educational experience for students, faculty, staff, and the greater community by encouraging access, opportunity, and success. The centers provide resources to the campus community including support services, meetings, educational and violence prevention programs, events, and publications. They provide relaxing, friendly spots for students looking for anything from job tips to a place to bring a sack lunch, and they maintain a peaceful and comfortable environment for students to achieve their goals.
THE COMMUNITY

Mankato, Minnesota is located approximately 85 miles southwest of the Twin Cities of Minneapolis and St. Paul. 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 101,000.

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. 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 biking and hiking.

Greater Mankato hosts a number of fantastic events and festivals throughout the year including the Mankato Marathon, Kiwanis Holiday Lights, the Speechless Film Festival, more than 20 concerts a year, and the annual Ribfest festival.
THE ROLE OF FOUNDING DEAN OF THE COLLEGE OF LIBERAL ARTS AND SOCIAL SCIENCES
The Founding Dean of the College of Liberal Arts and Social Sciences will provide innovative, equity-minded, and creative leadership to fulfill the vision of the college to provide students with transformative experiences to improve the human condition through critical thinking and inquiry, collaboration, imagination, empathy, and service. Additionally, the Founding dean will bring together the members of the previously existing College of Arts and Humanities and the College of Social and Behavioral Sciences in a common identity while appreciating that uniform practices across the College could stifle locally effective approaches and solutions. The Dean serves as the chief administrative and executive officer for the college and reports directly to the Provost and Vice President for Academic Affairs. The Dean will oversee academic programs and maintain external accreditations; provide academic and administrative planning and budgeting; interpret, administer, and support collective bargaining agreements; implement college and university policies; recruit, develop and evaluate faculty and staff; maintain positive student relations; fundraise and procure grants; maintain and develop external connections, advisory boards, collaboration and partnership; provide oversight for procurement and maintenance of college technology and facilities; promote, develop and encourage equity-minded and racially just programming and supports; and mentor department chairpersons. The Dean also oversees Scholars Serving Time, Kessel Peace Institute, School of Communication, EARTH Systems Lab, and the Chesley Center on Aging.

CHARACTERISTIC DUTIES AND RESPONSIBILITIES:

• Lead and provide vision for the College. Serve as the chief administrator and executive officer for the College and report directly to the Provost and Vice President for Academic Affairs. Serve as chief human resources officer of the College which includes implementation of collective bargaining agreements; overseeing faculty and staff planning, recruitment, hiring, professional development, evaluation, discipline; faculty tenure, promotion, and sabbaticals; department chair collaboration, leadership, and supervision; etc. Lead and support diversity and equity initiatives in hiring, professional development, and the assurance of an inclusive environment. Responsible for the evaluation (i.e., PDP/PDR reviews) of all probationary and associate professors.

• Serve as chief academic officer for the College which includes overseeing academic planning and program development, assessment, and evaluation, program review, accreditation, academic support programs, high-impact practices, advisory boards and task forces across the College’s academic departments with multiple accredited baccalaureate and graduate degree programs as well as significant general education course offerings, etc.

• Serve as chief finance and administration officer of the College which includes overseeing planning, development, allocation, and administration of 100+ accounts, including general fund, student activity, grant, self-sustaining, and foundation accounts; and planning and administration of all instructional and research facilities and equipment assigned to, rented, or purchased by the College. Responsible for approving research funding decided by each department and any new budgetary priorities, position requests, grants, etc. for the College.

• Represent the College and University to a wide range of internal and external constituencies and stakeholders (includes Council of Deans; University task forces, committees, sub-meets; students and alumni; industry and employer advisory boards, regional economic development groups; development officer and University Advancement; System task forces and committees; regional, state, and federal agencies; etc.) to align College goals and activities with the mission, vision, values, and strategic priorities of the Division, University, and System.

• Perform special projects and activities as assigned by the Provost and Senior Vice President of Academic Affairs and/or President of the University.
OPPORTUNITIES AND CHALLENGES
The Founding Dean shall embrace the following opportunities and challenges:

**Strategic Visioning:** The Founding Dean will have the opportunity to lead the College's first planning process, which will be inclusive and forward-looking and focused on developing a cohesive plan for the development of curricula, scholarship and creative activity, and engagement in the broader community. Fostering a common and compelling identity for members of the College will be critical for the College's success. Under the Dean’s leadership, the College of Liberal Arts and Social Sciences will contribute significantly to key University strategic goals, including enhancing Minnesota State Mankato’s stature as a community-engaged university, providing students who go on to major in fields across the University with a foundational education, and preparing students for significant roles in their communities.

**Faculty Development:** With the partnership of the College's constituent departments and their Chairs, the Founding Dean will develop the highly capable and committed faculty and provide crucial leadership to unite them into a dedicated team. Although their disciplines and scholarly interests will cover a wide range, the Dean’s effective leadership will create a community within the College. The Dean will play a key role in deciding on appropriate areas for hiring, in recruiting and retaining the best scholars and teachers for the College, and in setting up mentorship practices to ensure the success of junior faculty. The Dean will create strategies for the further development of all College faculty and staff. In all of their pursuits, the Dean will engage with the North Star recognition that Minnesota State Mankato is and must always be a highly student-centered institution.

**Providing Leadership Beyond the Campus:** With its diverse array of fields, the College of Liberal Arts and Social Sciences is uniquely well positioned to partner with organizations and entities in the community and across the state for experiential learning and impact. The opportunity to extend Minnesota State Mankato's educational reach and reputation is unsurpassed with the College's faculty expertise and commitment to student learning. A Founding Dean with a strong outreach agenda can help enhance the community impact of the College and its graduates.

**Developing New Resources:** Realizing the vision and key goals of the College is likely to be challenged by limited state resources. The Founding Dean will be expected to establish a strong record of obtaining resources, through grant activity and development efforts, to support students, faculty, programs, and initiatives.

**Communication:** In addressing issues that emerge in a rapidly developing new academic unit, the Founding Dean will play an active, engaged, and transparent role with faculty, staff, and students. The Dean will be an advocate for the College while working cooperatively with the other deans and University administrators. In addition to the important communicator role the Dean plays within the Minnesota State Mankato community, the Founding Dean will have the opportunity to develop and showcase a brand for the new College in a manner that captures the attention and interest of prospective students and partners.

**Valuing Diversity:** Minnesota State Mankato has a historic commitment to diversity and remains dedicated to creating a campus climate supporting enhanced ethnic, religious, racial, and gender diversity. Sustained and vigorous commitment from the College of Liberal Arts and Social Sciences will be important to this ongoing set of initiatives, and the Founding Dean will play a crucial role in these efforts.

**Expanding Graduate Programs:** With the opportunity to add graduate programs that will do good and do well, the Founding Dean will effectively partner with the College's faculty to shape the College's future in alignment with the University’s strategic plan.
REQUIRED QUALIFICATIONS:

- Earned doctoral degree or other terminal degree in a discipline appropriate to the College
- Combination of higher education administration experience (with increasing levels of responsibility, at the level of department chair or higher), and faculty experience (commensurate with tenure and promotion to the rank of associate professor or professor in any discipline), with a track record of successful experience and accomplishments in teaching excellence and innovation and research/scholarly/creative endeavors.
- Demonstrated commitment to fostering and advancing racial/social justice and equity in curriculum, communities, and engagements
- Demonstrated ability to expand, develop and successfully launch innovative and interdisciplinary programs representing a cross-section of social science and humanities disciplines to meet the needs of students and in collaboration with social/economic community partners
- Demonstrated commitment to leading and supporting academic program quality, including experience with program accreditation, at the undergraduate and/or graduate levels
- Demonstrated ability to cultivate relationships and to develop public and private partnerships, with a variety of external stakeholders and constituencies, to achieve goals
- Demonstrated ability to articulate, implement, and operationalize a vision for a forward-thinking organization devoted to experiential student learning, engagement, and success
- Exceptional oral and written communication and presentation skills

PREFERRED QUALIFICATIONS:

- Successful completion of a system or national higher education leadership development program, such as those offered by the Minnesota State system, American Association for State Colleges & Universities (AASCU), American Council on Education (ACE), Berkeley Executive Leadership Program, HERS Institutes, or Harvard Institutes for Higher Education, among others
- Professional Licensure/Certification, as appropriate to the position holder’s discipline
- Knowledge of current and emerging student populations and trends in liberal arts and social sciences disciplines
- Record of identifying and securing federal, foundation, and other sources of funding to support initiatives in fostering and advancing racial/social justice and equity in curriculum, communities, and engagements
- Demonstrated evidence of systemic change that transformed policies and practices to support racial/social justice and equity
- Demonstrated leadership during periods of organizational transition; demonstrated knowledge in change management
- Demonstrated ability to effectively lead in a collective bargaining and/or shared governance environment
- Demonstrated ability to develop strategies and budgets and implement those strategies to high impact programming and services
- Experience overseeing and/or delivering services of public interest, including arts and cultural events and/or social services via revenue generating centers and institutes
- Experience in securing external funding, through grants, contracts, and/or gifts
- Demonstrated ability, through an equity lens, to supervise, develop, and/or lead a cross-functional team
- Ability to engage in professional leadership and service, as a senior academic administrator, at the state, regional, national, and international levels to advance strategic directions
ADDITIONAL DESIRED CHARACTERISTICS
In addition, the ideal candidate shall possess many of the following qualities and characteristics:

• Demonstrated ability to cultivate relationships with a broad portfolio of external stakeholders and constituencies throughout the region, state, and world, including US and international higher education institutions, government agencies, and business and nonprofit organizations, among others, to achieve strategic priorities

• Experience working in a public higher education university and state system, and demonstrate ability to effectively lead in a collective bargaining, shared governance environment

• Demonstrated ability to lead and promote academic innovative and high-quality initiatives and opportunities for faculty and students in areas such as teaching and learning, research and creative endeavors, student success, and leadership and service opportunities

• Demonstrated ability to communicate articulately and inspirationally

• Demonstrated ability to lead, support, and achieve results in external fundraising, including grants, contracts, gifts, and other sources of revenue generation

• Ability to engage in professional leadership and service, as a senior academic administrator, at the state, regional, national, and international levels to advance strategic directions

Application Process
All nominations and applications shall be confidential. For best consideration, submit a cover letter and CV to MankatoCLASSdean@storbecksearch.com.

Additionally, please send all position and timeline inquiries, nominations, and expressions of interest electronically and in confidence to:

Jim Sirianni, Managing Director
Mark Halligan, Senior Associate
Storbeck Search
MankatoCLASSdean@storbecksearch.com
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.