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

Michigan Tech was founded in 1885, with a mission to train mining engineers in Upper Michigan’s Copper Country. The University has evolved into a leading public research institution, home to more than 7,000 students from 60 countries around the world. Our beautiful campus in Michigan’s Upper Peninsula overlooks the Keweenaw Waterway and is just a few miles from Lake Superior.

Michigan Tech offers more than 120 undergraduate and graduate degree programs in science and technology; forestry; business and economics; health professions; the humanities; mathematics; arts; and the social sciences through seven Colleges and Schools. Our cross-disciplinary emphasis means every student, regardless of major, attends classes in one of the 10 departments within the College of Sciences and Arts.

More than $72 million in research expenditures and 19 research centers and institutes help us foster a world-class and diverse faculty, staff, and student population. Partnering with institutions like NASA, the National Science Foundation, the National Institutes of Health, and the Environmental Protection Agency, we develop, apply, and create the future in science, technology, engineering, and mathematics. We work across disciplines in many ways, including efforts to equip vehicles with technologies that improve ecological decisions, safety, and energy use; communicate about, and develop the policies governing, contemporary technologies; develop the scientific understandings and social dimensions of human health; and communicate about the nature of our modern technological world. Our graduate students are active in one-on-one graduate-to-faculty research projects, and in 2016, our undergraduate students conducted 126,000 hours of paid research.
The Role of the Dean of the College of Sciences and Arts

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

The dean's responsibilities include the following:

1. Actively support the goals of the University Strategic Plan.
2. Lead the CSA in developing long- and short-term plans in relation to the University's Portrait of 2045.
3. Allocate resources within the CSA.
4. Promote and obtain resources to support continual growth and improvement of personnel, programs, and infrastructure within the CSA and University.
5. Actively enhance and develop relationships with key external constituents, including alumni, government, industry, and foundations to support departmental, College, and University initiatives.
6. Provide leadership within the CSA in support of departmental, College, and University fundraising.
7. Provide oversight for decisions made in departments within the College.
8. Directly supervise CSA department chairs, CSA associate dean(s), and CSA office staff.
9. Make recommendations to the provost and president regarding hiring, tenure, and promotion for tenure and tenure-track faculty within the CSA.
10. Make recommendations to the provost and president regarding appointments and renewals of non-tenure-track faculty and academic administrators within the CSA.
11. Ensure the CSA maintains safe learning and working environments.
12. Ensure the CSA promotes a diverse, inclusive, welcoming, and equitable environment for all students, faculty, and staff.
13. Support and provide leadership for initiatives associated with accreditation of departments and programs within the CSA and University.

Knowledge, Skills, and Abilities:

- Ability to articulate and implement a clear vision for the CSA in relation to the University's Portrait of 2045.
- Demonstrated fiscal responsibility and ability to manage budgets.
- Demonstrated leadership in promoting both undergraduate and graduate education.
- Demonstrated leadership in promoting externally funded scholarly activities.
- Excellent interpersonal, oral/written communication skills, and presentation skills.
- Demonstrated achievements that warrant tenure in one of the CSA departments.
- Demonstrated record of leadership as a department chair, associate dean, dean, or in a similar appointment in an academic or research-oriented organization.
- Demonstrated record of developing and/or maintaining a diverse, inclusive, welcoming, and equitable environment.
- Demonstrated record of promoting a culture of safety as a professional value and an essential component of day-to-day activities.

Desired Qualifications:

- Earned PhD or equivalent degree in a discipline represented in the College or in a closely related field.
- Experience with and a commitment to shared governance.
- Demonstrated experience attracting resources from government agencies, industry, and philanthropic sources.
- Experience fostering interdisciplinary activities.
- Demonstrated success in building partnerships among diverse stakeholder groups.
- Experience making promotion and tenure recommendations.

Desired Knowledge, Skills, and Abilities:

- Appreciation of the diversity of academic disciplines in the CSA.
- Demonstrated commitment to a philosophy of liberal education that empowers individuals with broad knowledge, transferable skills, and a strong sense of civic engagement in diverse environments.
- Demonstrated ability to develop innovative and effective academic programs.
- Commitment to academic freedom and tenure.
College Overview

The College of Sciences and Arts (CSA) is home to 10 academic departments, the Army and Air Force ROTC units, 1,551 students, 159 tenured or tenure-track faculty, and 72 staff. Through 30 different majors, 33 concentrations, 36 minors, and a significant responsibility for foundational learning and general education across the campus, the CSA contributes substantially to the education of every Michigan Tech student. Our strength lies in interdisciplinary research and problem-solving.

Our mission:
We prepare students to create the future.

Our vision:
The College of Sciences and Arts is engaged with all academic units as a strong partner in the effort to make Michigan Technological University a premier technological university, one that pursues education and research about all aspects—business, scientific, and technical; human, social, cultural and artistic; structural and organizational—of the technological world in which we live.

Goals:
Our focus in education is:

1. To provide innovative undergraduate degree offerings, minors, and graduate programs appropriate to the growing scope of the challenges, complexity, and diversity of the technologies of the 21st century, and

2. To offer the general education in the liberal arts and the foundational learning in the natural sciences and mathematics that provide all Michigan Tech students with the communicative, analytic, and cultural skills and the fundamental knowledge that are the essential tools for success in every profession and field of endeavor.

No other college at Michigan Tech shoulders such a wide responsibility, and success in these tasks requires every CSA department to develop and maintain complementary and balanced undergraduate teaching and research efforts. The College places emphasis upon achieving national and international recognition by identifying and promoting education and research that cross disciplines and draw upon the strength of multiple departments in innovative ways.

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

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

Ongoing Development in the College of Sciences and Arts

1. Attracting world-class students, faculty, and staff

   - The College and University are committed to creating a student body guided by faculty and supported by staff who reflect the gender, ethnic, and international diversity of our society. The College is pursuing several activities that support diversity building, focusing on efforts likely to be valuable to more than one department. These include:
     i. Identifying ways to increase efforts to recruit international students, especially graduate students.
     ii. Enhancing existing connections between CSA faculty and foreign universities.
     iii. Supporting efforts to take advantage of programs that support and assist the recruitment of international students.
     iv. Developing relationships with tribal colleges.

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

   - Out of 175 total faculty, both tenure- and non-tenure-track, more than 120 were hired in the last decade. The College’s faculty is young, dynamic, and committed to teaching and research. A key task for the new dean will be to harness this unprecedented level of academic talent in pursuit of ever stronger educational and scholarly accomplishments.

   - CSA Student Enrollment: 1600+
Over the past 35 years, Michigan Tech has evolved from an engineering school to a technological university—a research-intensive university that specializes in science, technology, engineering, and mathematics. Strong programs in the sciences, liberal arts, and humanities have become not just important but essential, and not simply because they offer foundational instruction.

The CSA undertakes scientific, social, cultural, and humanistic research that helps us understand, shape, and interpret the implications of every scientific and engineering innovation and discovery pursued on this campus. Every department, but especially those in the arts, humanities, and social sciences, has developed academic majors, graduate programs, and research foci that are consistent with the banner “technological university.”

In a world marked by rapid scientific and technical change, graduates who grasp the fundamentals of science and math can expect to have successful careers. But rapid transitions in science and technology are matched by global shifts in societal patterns, economics, culture, and politics. Navigating these changes can prove even more difficult than understanding the science and technology behind these shifts.

Students leave Michigan Tech knowing, and knowing how to learn more about, both aspects of change. To that end, the College of Sciences and Arts prepares its students—foundational learners, undergraduate majors, and graduate students alike—to create the future in this complex, ever-changing world. And the College takes pride in attempting to educate the “whole person” of our students.
Glenn D. Mroz became the ninth president of Michigan Technological University in 2004 after serving as dean of the School of Forest Resources and Environmental Science for four years. He served as a faculty member in the School since 1980. Mroz earned his BS and MS degrees in forestry from Michigan Technological University and earned his PhD degree in forestry from North Carolina State University in 1983.

Mroz is chair of the Presidents Council State Universities of Michigan and former chair of the Great Lakes Intercollegiate Athletic Conference Council of Presidents. He has also served as a trustee of the Citizens Research Council of Michigan. As president, he has supported the formation of the Michigan Tech Entrepreneurial Support Corporation and Superior Innovations—corporations that support startup companies. He is also a member of the Society of American Foresters and Xi Sigma Pi, the forestry honor society.

On April 6, 2017, President Mroz announced his intention to return to faculty no sooner than June 30, 2018. Prior to the announcement, Mroz and University leadership developed a comprehensive transition plan in anticipation of leadership succession. Mroz’s announcement marked the beginning of the transition period, allowing the Board of Trustees to conduct a thorough and effective search.

Mroz is the third-longest serving current president among the 15 public universities in the state of Michigan and will be the fourth-longest serving president at Michigan Tech by the time he steps down next year.

Jacqueline Huntoon is provost and vice president for academic affairs at Michigan Technological University. Huntoon served as dean of Michigan Tech’s Graduate School from 2005 to 2015. She is also a professor in the Department of Geological and Mining Engineering and Sciences. From 2003 to 2005, she served as program director for diversity and education in the National Science Foundation’s Directorate for Geosciences.

Huntoon has been recognized nationally for her leadership in higher education and in her field of geology. She has served as a member of the boards of the Council of Graduate Schools, Geological Society of America, Graduate Record Exam, Michigan Science Teachers Association, Midwestern Association of Graduate Schools, and National GEM Consortium. She is a fellow of the Geological Society of America.

Huntoon earned her PhD in Geology at the Pennsylvania State University and is a member of the Geosciences Department Alumni Advisory Board. In 2016, she was awarded the Charles L. Hosler Alumni Scholar Medal by the College of Earth and Mineral Sciences at Penn State. Her work has been supported by more than two dozen sponsored research awards, including most recently a $5 million grant from the Herbert H. and Grace A. Dow Foundation to reform middle-school science education in Michigan.

The Value of a Michigan Tech Education

“Less than one percent of Michigan Tech students come from families who are in the top one percent of family income. But 2.2 percent of our students end up there later in life.

About 38 percent of Michigan Tech students come from families in the top 20 percent of family income; 61 percent of our students end up there later in life.

Eighteen percent of our students move up two or more income quintiles. And the chance of a student moving from the bottom 20 percent of household income to the top 20 percent? It’s 47 percent.

This is why access to education is important. This is why financial aid is important. Over 90 percent of Michigan Tech students receive financial aid in the form of merit and need-based support, and 26 percent—the students from the bottom fifth of family income—benefit directly from Pell grants. In fact, seven percent of our first-year students this year had financial need. They had more need than their counterparts at 11 of the other Michigan public universities and at 13 of the state’s private colleges.

These are good, solid students from all 80 counties, which is why we’re rated as an A+ school for B students by US News & World Report and a (great) school that you can actually get into by Time and Money magazines.”

- President Glenn Mroz
About the University

Our vision: To lead as a global technological university that inspires students, advances knowledge, and innovates to create a sustainable, just, and prosperous world.

Our mission: To deliver action-based undergraduate and graduate education and discover new knowledge through research and innovation.

• We create solutions for society’s challenges through interdisciplinary education, research, and engagement to advance sustainable economic prosperity, health and safety, ethical conduct, and responsible use of resources.

• We attract exceptional students, faculty, and staff who understand, develop, apply, manage, and communicate science, engineering, technology, and business to attain the goal of a sustainable, just, and prosperous world.

• Our success is measured by the accomplishments and reputation of our graduates, national and international impact of our research and scholarly activities, and investment in our University.

Our goals:

1. An exceptional and diverse community of students, faculty, and staff.

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

3. Research, scholarship, entrepreneurship, innovation, and creative work that promotes a sustainable, just, and prosperous world.

What do we value?

• Community

• Scholarship

• Possibilities

• Accountability

• Tenacity
Welcome to The Keweenaw

Our setting on Michigan’s Keweenaw Peninsula provides a beautiful backdrop to world-class research and education. Michigan Tech is located in Houghton, Michigan, which was included as one of the best rural places to live in the US in *The 100 Best Small Towns in America* by Norman Crampton.

- Houghton, its sister city Hancock, and the surrounding towns have a combined population of approximately 15,000. Add in the Michigan Tech student population, and it grows to more than 22,000.

- Safewise ranks Houghton in the top 20 safest college towns in America.
- Houghton-Portage Township schools rate 9 out of 10 on greatschools.org.
- The Keweenaw Peninsula is temperate, averaging in the low- to mid-20s in the winter and mid- to high-70s in the summer. Winter brings more than 200 inches of snow, whereas summers are generally sunny.
- The ruggedly beautiful Keweenaw Peninsula is one of the Midwest’s top year-round recreation destinations, thanks to its record snowfalls and comfortable summers. The Keweenaw was rated one of the top 10 outdoor adventure spots by *National Geographic Adventure Magazine*. Outdoor enthusiasts of all ages downhill and cross-country ski, snowboard, bike, hike, paddle, camp, golf, and more.
- Surrounding by Lake Superior, pristine shorelines earned the Keweenaw second place in *Lake Superior Magazine*’s “Top-10 Lake Superior Destinations” list, and National Scenic Byways recognized us as “one of the best snowmobiling and winter sport destinations in the US.”
- Houghton’s historic downtown features locally owned shops, eateries, museums, and brewpubs, while chain restaurants and major shopping outlets are a short car ride away on the business strip. You can also explore locally owned stores across the bridge in Hancock and in historic Main Street Calumet, just 15 miles north of campus.
- Michigan Tech’s arts and entertainment scene is vibrant, diverse, and global. The University is home to the area’s premier performing arts venue, the Rozsa Center, and the unique black-box McArdle Theatre in the Department of Visual and Performing Arts.
### University Events and Fast Facts

<table>
<thead>
<tr>
<th>Graduate Students:</th>
<th>Undergraduate Programs:</th>
<th>Master’s Programs:</th>
<th>PhD programs:</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,443</td>
<td>120+</td>
<td>40</td>
<td>28</td>
</tr>
</tbody>
</table>

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

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

To learn more or to apply, visit: [mtu.edu/dean-csa](http://mtu.edu/dean-csa)