Michigan Technological University seeks a visionary leader to serve as Dean of the School of Technology.

Michigan Tech was founded in 1885, with a mission to develop engineering talent to support the mining industry 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.

MTU offers more than 120 undergraduate and graduate degree programs in engineering, science and technology, forestry, business and economics, health professions, humanities, mathematics, and social sciences through seven Colleges and Schools. Our multidisciplinary emphasis means low boundaries for students and faculty to engage in educational and research opportunities across disciplines.

More than $72 million in total research expenditures and 19 research centers and institutes help us foster a world-class and diverse faculty, staff, and student population. Partnering with industry and federal institutions like the National Aeronautics and Space Administration, the National Science Foundation, the Environmental Protection Agency, and research organizations within the Department of Defense, we develop, apply, create, and demonstrate the future in science, technology, engineering, and mathematics.

We work across disciplines to build nanosatellites, equip vehicles with technologies that improve ecological decisions and energy use, deploy underwater robots, and develop the technologies health providers need to do their jobs—better. 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.

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Undergraduate Job Placement Rate: 94%

Total Research Expenditures: $72.5 MILLION
The Role of the Dean of the School of Technology

The dean of the School of Technology (SoT) provides leadership in shaping the vision for the future role of SoT within the University, the state of Michigan, higher education, and society at large. The dean is the SoT’s chief academic and administrative officer. 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 research, teaching, and service. The dean is responsible for fostering successful collaborations among personnel within the SoT, other areas of the University, and external constituencies.

The dean’s responsibilities include the following:

1. Actively support the goals of the University’s strategic plan.
2. Lead the SoT in developing long-range strategic plans and short-term action plans.
3. Responsible for planning, decision-making, and resource allocation within the SOT.
4. Promote and obtain resources to support continual growth and improvement of personnel, programs, and infrastructure within the SOT and University. Lead planning, decision-making, and resource allocation activities within the CoE; provide oversight for decisions made at the departmental level.
5. Actively engage and develop relationships with key external constituents, including alumni, government, industry, and foundations to support SOT and University initiatives.
6. Actively engage in fundraising and other advancement activities in order to obtain resources that support the continual growth and improvement of students, faculty, staff, programs, and infrastructure of the School and the University.
7. Directly supervise SoT faculty and staff members.
8. Make recommendations to the provost and president regarding hiring, tenure, and promotion for tenured and tenure-track faculty within the SoT.
9. Make recommendations to the provost and president regarding appointments and renewals of non-tenure-track faculty and academic administrators within the SoT.
10. Maintain safe learning and working environments.
11. Ensure the SoT maintains an inclusive, welcoming, and equitable environment for all students, faculty, and staff.
12. Embrace entrepreneurship and innovation in support of growth and continual improvement of the SoT.
13. Support and provide leadership for initiatives associated with accreditation of programs within the SOT and University.
14. As appropriate, optimize administrative structures within the SoT and/or in partnership with other academic units in order to promote growth in alignment with emerging and/or priority areas.
15. Grow and maintain the graduate programs in SoT.

Supervisory Responsibilities:
- Administrative supervision of professional and clerical staff.
- Administrative and functional supervision of faculty members.

Personal Qualifications and Requirements

Required Education and Experience:
- Earned PhD (or equivalent) with a minimum of five years of industrial experience in a discipline represented in SoT or in a closely related field.
- Demonstrated achievement of five years of progressive managerial and supervisory experience.
- Demonstrated achievements promoting a culture of safety as a professional value and an essential component of day-to-day activities.
- Demonstrated achievements developing and/or maintaining an inclusive, welcoming, and equitable environment.

Knowledge, Skills, and Abilities:
- Ability to articulate an educational philosophy that focuses on commitment to students’ success.
- Ability to articulate a clear vision for the future of education and scholarship in SOT that aligns with the University’s Portrait 2045.
- Excellent interpersonal and communication skills.
- Proven leadership ability and collaborative management skills.
- Demonstrated fiscal responsibility and the ability to generate resources and manage budgets.
- Demonstrated success in building partnerships among diverse stakeholder groups.

Desired Qualifications:
- Demonstrated achievements in teaching, and in managing and leading professionals working in a scholarly environment.
- 10 years industrial experience.
- Administrative experience at the level of department chair (or equivalent), or above, in a research-oriented organization.
- Record of independent and collaborative scholarship and research consistent with that expected for a Professor in the SOT.
- Demonstrated achievements fostering interdisciplinary activities.
- Demonstrated achievements leading or contributing to entrepreneurial activities.
- Demonstrated achievements generating resources through coordinated fundraising efforts.
- Demonstrated commitment to the philosophies of continuous improvement and accreditation.
- Experience with, and commitment to, shared governance.
- Demonstrated experience in working with diverse disciplines within an academic unit(s).
- Commitment to the individuals who make up the School of Technology.
Ongoing Development in the School of Technology

1. Opportunity to refine the SoT vision and strategy to position the School to continue research, education, and economic development trajectories via inclusive initiatives.

- To achieve University and School goals, the new dean is enabled to lead efforts to strategically and judiciously align finite resources to support growth initiatives. The SoT has 311 undergraduate students and 28 graduate students.
- External research awards in fiscal year 2016 were more than $760,000. Funded research has steadily increased each year since fiscal year 2011.
- The majority of research activity occurs through University research centers and institutes or with multi-investigator teams. We are increasingly pursuing and securing larger multi-investigator, multi-university projects. For fiscal year 2016, 56.2 percent of SoT faculty submitted proposals for funded grants.

2. Opportunity to strategically hire, develop, and retain outstanding faculty and staff.

- In refining the SoT vision and strategy, the dean will have the opportunity to impact improvement of facilities, growth of faculty, staff, and external graduate support resources.
- The SoT continues to attract and develop talented new faculty. To support our faculty, the SoT encourages programs supporting career development, such as Early Career Management Committees, Faculty Fellows, and sabbaticals as foundations for faculty development.
- Michigan Tech is a NSF ADVANCE institution that has steadily increased women faculty and students. Recent ADVANCE efforts have focused on campus-wide climate transformations via an open, grassroots continuous-improvement effort, Advanced Matrix Process for University Programs (AMP-UP).

Tenured/Tenure-Track Faculty: 131

College Overview

The School of Technology offers five bachelor of science undergraduate degrees and two master of science graduate degrees. Most faculty members have industrial experience and balance their efforts between teaching and applied research. We prioritize excellence in teaching, and a number of our faculty members have won the University Distinguished Teaching Award. Job prospects are excellent for our graduates, with an almost 100% placement rate and competitive salaries.

Our vision:
The School of Technology will be recognized for advancing technological literacy through excellence in teaching, applied research and professional engagement, and preparing students to be productive citizens, leaders and innovators in a global society.

Our mission:
To be a cohesive force linking:
- Students who are application-oriented and recognized for contributions to their employers
- Industries with a demand for a technologically advanced workforce
- Faculty who are recognized for teaching, scholarship, service, and business/industrial experience

Scope:
Academic programs in the School of Technology are designed to prepare students as applied engineers, information technology and cyber-security professionals, and construction managers, for employment in business, industry, education, and government.

These programs include a significant hands-on laboratory component and prepare students for careers that require practical design and analysis skills rather than for research and development positions.

The hallmark of an education in the School of Technology is the practical application of technical knowledge—a hands-on education that prepares students to address and solve the engineering and information technology problems of our global society.

As a result of their broad education, skills in working with people, and technical problem-solving abilities, technology program graduates are very desirable employees. The industries employing technology program graduates are extremely diverse, ranging from construction to health care, from small, family-owned businesses to international corporations.

To learn more, go to: mtu.edu/technology/about
• Women comprise of 12.5% percent of the School's faculty.
• The dean will have the opportunity to direct the hiring of a diverse faculty with competitive start-up packages, and grow incentives for retaining exceptional faculty.
• Staff attend professional conferences and leverage on-demand trainings.

3. Opportunity to impact and increase collaborative, multidisciplinary research with an emphasis on graduate students, research positions, and infrastructure.
• Collaborative, multidisciplinary research is foundational to the SoT’s character, and we continue to reduce barriers between disciplines.
• Via the State of Michigan’s capital outlay process, a new health sciences building, currently referred to as the H-STEM Complex, is being considered for development within the next five years. The vision for this facility is to bring together health-related disciplines from across campus. Other active multi- and transdisciplinary initiatives on campus include mobility, health, sustainability and energy.
• The dean will have the opportunity to impact and increase external research funding and research productivity, and continuing to enable quality graduate enrollments.
• The greatest growth over the last 10 years has been in coursework and online masters programs. This growth has been accompanied by steady increases in the University’s PhD programs.
• Houghton was recently named one of the best cities in the US for graduate school by Magoosh, based on 12 key indicators of academic, social, and economic strength.

4. Opportunity to inspire the creativity, possibilities, and breadth of engineering and applied science via innovative and contemporary educational approaches.
• 52.4 percent of Michigan Tech’s beginning freshmen are in the top 20 percent of their high school graduating class (average GPA and ACT scores above 3.70 and 27.2, respectively).
• Student recruitment efforts include the Crazy Smart campaign and our Women in Engineering Learning Communities.
• Michigan Tech faculty provide a practical, hands-on education closely aligned with industry. Our Enterprise program enrolls more than 800 students per year and provides a unique, hands-on education; 73 percent of our 26 Enterprise teams are supported by external funds.
• SoT graduates are prized for their technical prowess, with a 96 percent job placement rate.
• Women comprise 10.3 percent of the School’s undergraduate students and 57.1 percent of the graduate students.

5. Opportunity to cultivate external relationships, creatively leveraging financial resources in order to grow the college’s academic and scholarly initiatives along with the needed infrastructure (instructional, experiential learning, and research).

- The University’s Portrait 2045 outlines a vision for the institution, and the strategic goals align with this portrait. Opportunities exist for the School to more efficiently and effectively align resources with strategic goals and the historic progress towards those goals.
- Past investments in equipment, people, safety, and space have manifested in Core Research Facilities, an annual resource distribution for those facilities, internal funding competitions, strategic faculty hiring initiatives, a culture of safety campaign, and space reallocation programs.

- The dean will have the opportunity to engage closely with departments and the advancement office to attract resources that assist with the vision and Portrait 2045.
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—those 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

UNIVERSITY FAST FACTS:

• Undergraduate students: 5,827
• Graduate students: 1,443
• Undergraduate programs: 120+
• Master’s programs: 40
• PhD programs: 28
• Major research centers: 19
• Job placement rate: 94%
• Average starting salary: $63,400
• Active research faculty: 187
• Research expenditures: $72.5 million
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. However, 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. Surrounded 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 McAndie Theatre in the Department of Visual and Performing Arts.
University Events and Fast Facts

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<th>Graduate Students:</th>
<th>Undergraduate Programs:</th>
<th>Master’s Programs:</th>
<th>PhD programs:</th>
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<td>1,443</td>
<td>120+</td>
<td>40</td>
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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-sot