Dean, College of Humanities and Sciences

The University of Montana (UM), located in Missoula, Montana, invites nominations and applications for the position of Dean of the College Humanities and Sciences (H&S). We seek a dynamic, visionary, and experienced professional to lead H&S, the University’s largest college representing dozens of programs and disciplines, and its liberal arts core.

UM is an Affirmative Action/Equal Opportunity employer and has a strong institutional commitment to diversity in all areas. In that spirit, we are particularly interested in receiving applications from a broad spectrum of qualified people who would assist the University in demonstrating its five priorities for action (see below). We encourage applications from and nominations of women, Native Americans, persons of color, persons with disabilities, veterans, and other individuals from historically underrepresented groups.

The Position

Reporting to the Executive Vice President and Provost, the Dean is the chief academic and administrative officer for H&S and is responsible for administering 24 departments and programs, developing and implementing academic strategies, recruiting and retaining faculty, staff, and undergraduate and graduate students, and managing organizational and financial structures that promote excellence in teaching, scholarship, and service to the University, community, state, and beyond.

The mission of UM’s College of Humanities and Sciences is to pursue academic excellence by providing unique educational experiences through integration of the liberal arts, graduate study, and professional training with international and interdisciplinary emphases. To that end, we seek a dean who is an inspiring leader, an experienced manager, and a passionate advocate for the people and programs of H&S within and outside the University, who will work with internal and external stakeholders to elevate the quality and visibility of the College.

The Dean will be a collaborative leader who will guide implementation of the College’s strategic goals while unifying the diverse disciplines and constituencies of the College, promoting collegiality among faculty, staff and students, and ensuring a welcoming, inclusive environment in H&S. At a time of change and opportunity within the University, the Dean will forge connections with other academic colleges and campus units through participation in the University’s interdisciplinary Communities of Excellence and will display energy and aptitude for building meaningful connections with external stakeholders including alumni, donors, employers, community members, and other academic and industry leaders.

Qualifications

The Dean will serve as a dynamic leader for H&S, working with administration campus-wide to further the mission and vision of the College. The successful candidate will exhibit the following:
Required Qualifications:

- Demonstrated commitment to student success, recruitment, retention, and program completion;
- A strong understanding of the University’s mission and demonstrated expertise in the areas of teaching, research/scholarship, and service/outreach;
- Progressive record of success as a leader and manager of diverse, complex organization/s;
- Expertise in the management of multi-faceted budget/s in limited resource environments and the ability to strategically allocate resources in ways that are fair and transparent;
- Demonstrated vision for and commitment to liberal arts and the ability to advocate for the value of a liberal arts education to diverse stakeholders internal and external to the university;
- Outstanding oral, written, and interpersonal communication skills;
- Experience with interdisciplinary work and the ability to foster collaboration and teamwork across disciplines and constituencies;
- Expertise in fundraising, innovation, and creative, entrepreneurial approaches to securing internal and external resources to support the organization’s mission;
- Demonstrated commitment to diversity, internationalization, and equal opportunity; and
- A terminal degree and the ability to earn tenure in one of the disciplines represented in or closely associated with H&S.

Preferred Qualifications:

- Senior academic administrative experience at a research university at the level of department chair or higher; and
- Experience in program development in response to higher education trends and institutional/community needs;

Position Details:

- Position is full-time (1.0 FTE) Montana University System Contract and includes a comprehensive and competitive benefits package including insurance package, mandatory retirement plan, partial tuition waiver, and wellness program.
- Salary range for this position is $160,000-$170,000 annually.

The College of Humanities & Sciences

H&S, the “Heart and Soul” of UM, is the intellectual core of the University of Montana. H&S is comprised of 3,331 students (2,845 graduate; 486 graduate) and approximately 450 faculty and staff. H&S fulfills the central purpose for which the University was chartered in 1893 by providing a liberal education and integrated knowledge of the humanities and the sciences. In doing so, it promotes:

- the transformative power of education, in which knowledge and understanding is created through active learning, research and creative scholarship;
- intellectual and human diversity, so that respect for different points of view is encouraged and students, faculty, and staff realize their full potential;
- global perspective and engagement;
- a safe and respectful learning and workplace environment; and
- a sustainable future for local, state, and global communities.
H&S meets the mission in the following ways:

- H&S departments and programs span the humanities, natural and physical sciences, and social and behavioral sciences and strive to offer high quality educational experiences and a curriculum to engage H&S majors, as well as students from the professional schools and colleges seeking foundational training and electives.
- For students, H&S courses build foundational knowledge and skills, breadth across disciplines and habits of inquiry and problem solving that inform their studies, careers, and personal lives in positive ways.
- H&S encourages and supports teaching and research that integrate across traditional disciplines in collaborative and interdisciplinary ways, both within the College and across the University.
- H&S faculty strive to be effective teachers and mentors as well as scholars and researchers who generate new knowledge in their own fields. Research and scholarship inform teaching and training students at all levels.

H&S students, faculty, and programs have garnered national and international recognition for academic excellence. Students have a strong record of earning prestigious national and international scholarships such as Rhodes, Marshall, Truman, Goldwater, Udall, Boren, and others, in addition to NSF graduate research and post-doctoral fellowships. H&S awards more than $300,000 per year in undergraduate student scholarships. UM’s esteemed Creative Writing program is one of the oldest and most prestigious in the country, and its Wildlife Biology program (collaboratively delivered between H&S and the W.A. Franke College of Forestry and Conservation) was recently ranked number one in the nation; its Environmental Studies program is one of the top five. The College’s students study in more than 22 countries through study abroad and exchange agreements. The joint Geosciences B.S. in International Field Geosciences with the University College of Cork (Ireland) and Potsdam University (Germany) is the first dual science undergraduate degree program in the US. H&S students students have many experiential learning opportunities, ranging from the PEAS farm, to UM’s Flathead Lake Biological Station, to participation in the annual UM Celebration of Undergraduate Research and Creative Scholarship. H&S faculty have research expenditures of more than $22 million each year.

H&S has two 0.5 FTE Associate Deans, Directors of Student Success, Development, Fiscal and Personnel Services, and Communications and Events. H&S has Faculty, Staff, and External Advisory Boards, and a Student Ambassador organization.

The College Dean’s Office is housed within the Liberal Arts Building which features the recently renovated Dennis and Gretchen Eck Hall, featuring modern classrooms, enhanced instructional technology, upgraded infrastructure, a professional Advising Center, Heart and Soul Café, study lounges, and a 120-seat auditorium remodeled to encourage active learning. The College’s many departments, programs, research centers and labs, collections, and offices are spread across the main campus. Facilities include the Payne Family Native American Center (the first building of its kind on a university campus in the US), the University of Montana Herbarium, the Blue Mountain Observatory, and the UM Planetarium. H&S faculty also conduct research and lead educational programs at the university’s Flathead Lake Biological Station near Polson, Montana.
The University

The University of Montana, the state’s flagship institution of higher education, is a place where top-tier students, educators and researchers from across the country and around the globe gather and thrive. UM ranks as the No. 1 university in Montana, according to U.S. News & World Report’s 2019 rankings of best colleges in the country. The Princeton Review named UM to its 2019 list of top four-year colleges and universities in North America.

UM enrolls approximately 11,000 students and offers more than 174 academic programs. The university’s academic college include the College of Humanities and Sciences, College of Arts and Media, Phyllis J. Washington College of Education, W.A. Franke College of Forestry and Conservation, College of Health Professions and Biomedical Sciences, Alexander Blewett III School of Law, and the Davidson Honors College with affiliate campuses at Missoula College, Helena College, Montana Tech (Butte), and UM Western (Dillon). UM is part of the Montana University System and has growing summer and online offerings, in addition to articulation agreements with community and tribal colleges throughout the state and region.

The University draws a diverse population to Missoula and helps cultivate an educated, engaged and vibrant community. The main campus spans 56 acres at the base of Mount Sentinel along the Clark Fork River and includes the park-like Oval at the center of campus, more than 60 architecturally unique buildings, the Montana Museum of Arts and Culture, and a 25,200-seat football stadium. UM’s 180-acre South Campus offers student housing, a golf course, soccer fields and an outdoor track facility.

Missoula, Montana

UM is located in Missoula, Montana’s second-largest city with a population of 70,000 residents. Missoula is a culturally vibrant community surrounded by mountain grandeur and recently ranked in the “top 20 best college towns with a population of less than 250,000” by the American Institute for Economic Research and 9th in Outside Magazine’s “The 16 Greatest Places to Live in America.” The city has been singled out in many national publications for its high quality of life.

Nestled in the Northern Rockies of Montana, surrounded by seven wilderness areas and at the confluence of three rivers, Missoula is an outdoor enthusiast’s dream. Missoula is known for its blue-ribbon trout fishing and spectacular natural beauty. Abundant recreational opportunities in surrounding state and national forests and nearby Flathead Lake, Glacier National Park and Yellowstone National Park complement a thriving intellectual atmosphere. Known for its eclectic culture and outstanding public education system, Missoula hosts a seemingly endless array of events and activities including farmers markets, gallery openings and exhibitions, symphony, theater, film festivals, athletics, ballet, rodeo, hockey, and roller derby. In addition, the Wilma Theater, Kettlehouse Ampitheater, and UM’s Adams Center are anchors of a vibrant and burgeoning music scene.

UM’s Mission and Priorities for Action

The University of Montana transforms lives by providing a high-quality and accessible education and by generating world-class research and creative scholarship in an exceptional place. We integrate the liberal arts and sciences into undergraduate, graduate, and professional studies to shape global
citizens who are creative and agile learners committed to expanding the boundaries of knowledge and to building and sustaining diverse communities.

Under President Seth Bodnar, the University has identified five Priorities for Action to implement this mission. The Dean of H&S will lead the College’s efforts on each of these:

**Priority 1: Place Student Success at the Center of All We Do**
In all of our decisions and actions we will put the success of our students first. We will renew our intense focus on student retention, persistence, and success through graduation and beyond. We will be a model institution for effective and comprehensive support for the success of our students.

**Priority 2: Drive Excellence and Innovation in Teaching, Learning, and Research**
This is at the core of what we do as an institution. And we owe it to ourselves, to our students, and to the public to ensure that our curriculum and pedagogy continue to evolve and adapt to best prepare our students for a dynamic, uncertain world. We also will ensure that the Communities of Excellence come to life as interdisciplinary learning and research communities.

**Priority 3: Embody the principle of “Mission First, People Always”**
We must acknowledge the absolutely fundamental role of people in making this institution successful. While the word “institution” evokes images of buildings and grounds, the reality is that our people are this institution. Our campus community has identified the need for a cabinet-level position that focuses on our people’s growth and learning, and specifically on the fostering of a diverse and inclusive campus. Our campus community will work together to finalize what that position looks like to ensure that we have a diverse, supportive, and inclusive community in which all of our team members can reach their full potential.

**Priority 4: Partner with Place**
Our students – and this entire community – benefit tremendously from the ways in which we partner with the City of Missoula and the State of Montana to deliver educational outcomes and positive impacts on our community. We will actively encourage campus engagement in this community and in the surrounding region, and we will work to build upon these partnerships.

**Priority 5: Proudly tell the UM story**
We are an institution the world needs to know about. Not just to bring new students here, but also to ensure that people understand the incredible work that happens every day on this campus and the transformative impact UM has on its students. We are going to be forceful and persistent in proudly telling UM’s story – the story our students, faculty, and staff are writing every day.

UM is an Equal Opportunity/Affirmative Action Employer. Minorities, women, veterans, individuals with disabilities and all other qualified individuals are encouraged to apply.