



ST. EDWARD'S[®]
UNIVERSITY

EXECUTIVE SEARCH PROFILE

November 2020

DEAN, SCHOOL OF NATURAL SCIENCES

St. Edward's University
Austin, Texas

The Opportunity

Through collaborative, transparent, and visionary leadership, the next Dean of the School of Natural Sciences will guide a strong, progressive academic school to new heights of excellence. Leveraging existing and developing new connections with Austin's vibrant scientific and technological community, and

throughout the world, the Dean will identify and pursue additional fundraising opportunities; support the enhancement of experiential learning, undergraduate summer research funding, and job placements for students and graduates; and serve as a leader of the school for the city and region.



The University

OVERVIEW

Established in 1885 by the Congregation of Holy Cross, St. Edward's is a private liberal arts university based in Austin, Texas, with a network of partner universities around the world. The university's founders believed that the mind must not be cultivated at the expense of the heart, a belief that is still embraced by the university today. Critical thinking, ethical reasoning, and global perspectives are emphasized in the university's innovative core curriculum. Small classes allow students to form close mentor-mentee relationships with faculty and enjoy a personalized approach to education. Because of its location in the vibrant and progressive city of Austin, students have access to rewarding internship placements and service-learning opportunities.

St. Edward's offers nearly 60 undergraduate and advanced degrees to approximately 3,400 students from 44 states and 57 countries. As a Hispanic-Serving Institution (HSI), the St. Edward's community celebrates strong diversity with enrollment of under-represented student populations accounting for 57% and of international students accounting for 7% of the student body. There are 24 languages spoken and 34 faith traditions represented on campus. Among incoming freshmen, 49% rank in the top quarter of their class, with that population having an average SAT score of 1124. Starting this year, St. Edward's is now a test optional university.



The University regularly receives national recognition, including:

- Ranking among the top 25 schools in the West 18 years in a row by *U. S. News and World Report* (current ranking of #8)
- Listing among “America’s Top Colleges” by *Forbes* and “Best Colleges” by *The Princeton Review*
- Identification as a “#1 Producer of Fulbright Students” eleven years in a row
- Recognition for the nation’s longest, continuously running College Assistance Migrant Program (CAMP), which began in 1972

The University

MISSION STATEMENT

St. Edward's University is an independent Catholic university that welcomes qualified students of all ages, backgrounds and beliefs and serves a culturally diverse student body.

The university's undergraduate programs achieve a balance among the humanities, the sciences and the professions. These programs seek to make graduates competent in a chosen discipline, help them understand and appreciate the contributions of other disciplines and prepare them to further their life goals. Graduate and professional development programs enhance students' knowledge and skills in order to prepare them to take advantage of more challenging employment opportunities.

Graduates in all programs should be prepared, through training in critical and creative thinking as well as moral reasoning, to analyze problems, propose solutions and make responsible decisions. They should be able to express themselves articulately in both oral and written form. They are encouraged to develop an understanding of the human person that is derived from reason and open to faith.

The university promotes excellence in teaching and learning in an environment that encompasses innovative pedagogy in the curriculum and co-curriculum as well as engagement with the broader community. A caring faculty and staff, recognizing that learning is a lifelong process, teach the skills needed to be independent and productive. They encourage individuals to confront critical issues of society and to seek justice and peace. Students are helped to understand themselves, clarify their personal values and recognize their responsibility to the world community. The university gives the example of its own commitment to service.

St. Edward's was founded by the Congregation of Holy Cross, from which it acquired distinguishing characteristics: the courage to take risks, an international perspective, and the commitment to provide educational opportunities for students of varied cultural, religious, educational and economic backgrounds.

St. Edward's expresses its Catholic identity by communicating the dignity of the human person as created in the image of God, by stressing the obligation of all people to pursue a more just world and by providing opportunities for religious studies and participation in campus ministry. St. Edward's seeks to provide an environment in which freely chosen beliefs can be deepened and expressed.



The University

VISION & STRATEGIC GOALS

At St. Edward's University, every student will explore transformational pathways to knowledge, experience, understanding and achievement.

To this end, the University has identified four goals in its *Strategic Plan 2022*:

1. Anchored in Holy Cross, Catholic values, we cultivate student experiences that educate both the mind and the heart.
2. We challenge all students to pursue educational pathways that foster their success.
3. We enrich the student educational experience by deepening the relationship between the university and the Austin community.
4. We stimulate innovation, collaboration, and informed risk-taking throughout the institution.

The University



Strengths and Points of Pride

- St. Edward's is a financially stable institution that is progressive, open to change, and growing. A recent assessment by S&P noted: the university's history of consistent operational surpluses on a full-accrual basis; strong fundraising momentum on a capital campaign that exceeded its stated goal of \$100 million; and a capable management team, reflecting its ability to work through a challenging environment and produce positive operating results.
- The institution enjoys strong leadership.
- The student body composition reflects an institutional commitment to diversity of race/ethnicity and socio-economic status.
- The Holy Cross charism and mission permeates the institution and undergirds all campus activities.
- The working environment is collegial, mutually supportive, and spirited.
- St. Edward's, while serving as Austin's premiere private university, also enjoys a broad global presence.
- The campus is beautiful and well-maintained, and it has grown under the guidance of a master plan that complements historic structures with stunning new architecture.
- St. Edward's has a strong record of fund-raising, just completing a \$100.6 million comprehensive campaign that augments the \$105.3 million endowment. A particular note of pride is that over 70% of the faculty and staff give back to the University.

Austin's Premiere Private University

St. Edward's University is located in Austin, Texas, fourth largest city in the state and the third fastest growing city in the nation. Part of the Texas Hill Country, U.S. News and World Report named Austin the #1 place to live in the U.S. for 2017 and 2018.

In 2016, Forbes ranked Austin #1 on its "Cities of the Future" list. Austin is home to Fortune 500 companies including Amazon, Apple, Cisco, eBay, General Motors, IBM, Intel, Oracle Corporation, Paypal, Texas Instruments, 3M, Whole Foods Market, Tesla, and Dell.

In close proximity to numerous lakes, rivers, and waterways that afford many opportunities for outdoor recreation, Austin presents a welcoming environment with 300+ days of sunshine, 200+ parks, and an average annual temperature of 690F (low of 590F and high of 800F). The city also features a bustling culinary scene that includes internationally acclaimed restaurants, an endless array of food trucks, and some of the best barbecue and Tex-Mex in the country. The community is culturally progressive and is known as the "Live Music Capital of the World." For more information, visit www.austintexas.org.

Campus

St. Edward's is located on a 160-acre hilltop site with excellent views of the Austin skyline. Shaded by heritage trees along pedestrian-friendly pathways and green spaces, the campus is comprised of 19 academic and administrative buildings, 10 residence facilities, six student life buildings, and six athletic fields. The Munday Library supports an extensive online collection, global digital classrooms, student study rooms, the Writing Center, the university archives, and a digital media center. Our Lady Queen of Peace Chapel and Brother Stephen Walsh, CSC '62 Campus Ministry Building serve as the center of campus ministry.

Additionally, less than 10 miles from the well-groomed campus green at St. Edward's sits Wild Basin Creative Research Center located within the Wild Basin Preserve. Co-managed by St. Edward's and Travis County, the Wild Basin Wilderness Preserve includes 227 acres of Central Texas Hill Country habitat. In addition to serving the university community, the preserve is open to the public for hiking along ~3 miles of well-marked trails and frequently welcomes students and classes from St. Edward's as well as from K-12 schools across Austin.

Academics



Academic programs are housed in four different schools:



Arts and Humanities



Behavioral and Social Sciences



Natural Sciences, and



The Bill Munday School of Business.

Approximately 500 full-time and part-time faculty serve the institution. The average class size is 19, with a 15:1 student/faculty ratio. The average SAT/ACT combined for incoming students is 1124, and the university is now test optional starting with the 2021-22 academic year. Three notable centers/institutes enrich the academic environment: the **Kozmetsky Center of Excellence**, the **Wild Basin Creative Research Center**, and the **Center for Teaching Excellence**. The University has partner universities on five continents.



Student Success

St. Edward's is proud of its record of student success, including:

70

Fulbright winners since 2008

190+

prestigious national and international academic awards since 2008

70K+

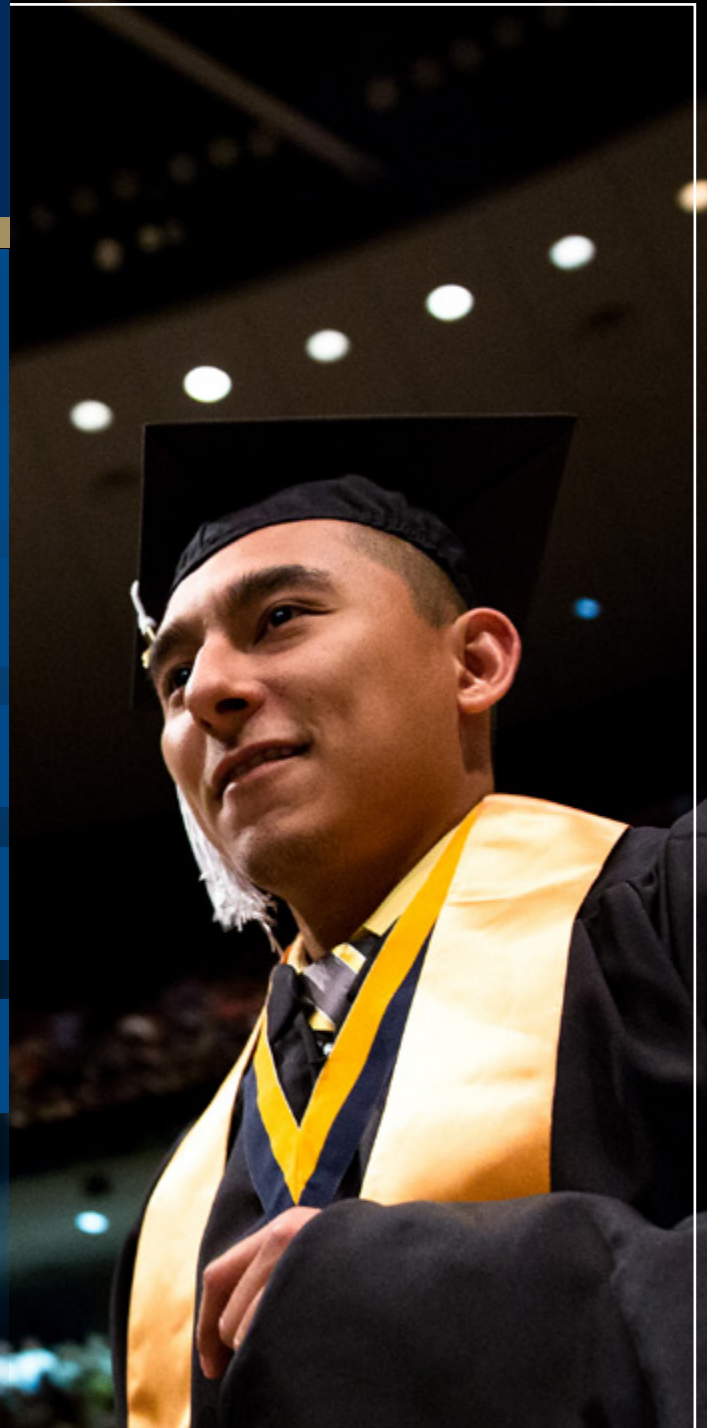
volunteer hours given to service each year

89%

of the students complete internships and other hands-on learning prior to graduation

90%

of students are employed, volunteering, or in graduate school within 6-12 months post-graduation.



Athletics

St. Edward's Hilltopper Athletics participates in 4 men's sports, 6 women's sports, and one co-ed sport as part of the Lone Star Conference (NCAA, Division II) and was formerly part of the Heartland Conference. The program has enjoyed considerable success over the past five years including 14 Heartland Conference regular season titles, 18 Heartland tournament titles, and 38 NCAA appearances. Forty-one student athletes have been named All Americans and 47 have been named Academic All-Americans.



Leadership

President

Dr. George E. Martin has served as President of St. Edward's since 1999. Previously, he was a faculty member in Political Science and chief academic officer at St. Peter's University. Under his leadership enrollment and fundraising (more than \$181M) have grown dramatically. He established numerous global partnerships and recently was honored for his many accomplishments by the Board of Trustees with the establishment of the Dr. George E. Martin Presidential Scholarship Endowment.

In September 2019, Dr. Martin announced his plans to retire at the end of June 2021. The Board of Trustees has formed a search committee consisting of trustees, faculty, staff, and alumni representatives, and the committee is actively engaged in a search process for the next president. Updates on the status of the presidential search process can be found **on the university's website**.



Provost

Dr. Andrew Prall joined St. Edward's in July, 2018, after serving as Vice President for Academic Affairs at the University of Saint Francis in Fort Wayne, Indiana. There he worked with the deans and other administrators to develop a number of innovative academic programs. He holds a Ph.D. in English and an M.F.A. in Creative Writing, and he is a former Peace Corps volunteer.



THE SCHOOL OF NATURAL SCIENCES



Reflection on our Institutional Mission

Our Natural Science programs provide in-depth knowledge of scientific fields while taking into consideration broader aspects of the liberal arts education — an emphasis on creativity, critical thinking and writing.

Our curriculum also places a strong emphasis on collaborative, hands-on learning. Classwork and research are conducted in world-class classrooms, laboratories, greenhouse, and in the **Wild Basin Creative Research Center** and Preserve. We formed the **Institute for Interdisciplinary Science (i4)**, an educational and professional framework that aids in building cross-sector partnerships and interdisciplinary collaborations through funding mechanisms for NSCI faculty and students. In addition, study abroad opportunities have been integrated into several of our programs so students can explore the world without extending their degree completion timelines.

NSCI Strategic Framework

The School of Natural Sciences is committed to establishing, sustaining, and fostering:

- The integration of diversity throughout our community
- An environment based on clear communication and transparency
- A community of learners who embrace a growth mindset
- Collaboration within and across disciplinary boundaries
- A professional community that nimbly adapts

The School

The School of Natural Sciences is home to over 600 undergraduate students (2019-20), across six majors including Biology, Chemistry, Computer Science, Forensic Science, Kinesiology, and Mathematics. The School has over 40 full-time faculty spread across these departments. Beyond traditional classroom instruction, faculty incorporate experiential learning opportunities, active learning pedagogy, and a culminating experience in every major. In support of developing pedagogy, the University has sponsored faculty professional development with summer support for Innovations Fellows and annually sponsors the Teaching Symposium at the start of the school year to highlight innovative classroom practices. The Dean works with a robust and established chair system in the faculty evaluation process and academic program review in pursuit of excellence and enhanced relevance in a rapidly changing world.

In the last 6 years, the school has been awarded significant investments from federal grants to support high impact practices such as undergraduate research; Course-embedded Undergraduate Research Experience (CURE); and student-centered STEM pedagogies. These funds amount to \$9.5 M awarded by NASA, NIH, NSF, TCEQ, and USDA. Our School has a robust undergraduate research program to foster our commitment to experiential learning. In the past 5 years the combination of private and federal funding have supported 120 students doing 6-8 weeks of research, and a similar number of students doing one-week exposure research projects. Additionally, 67 undergraduate and graduate students have been supported by the Hook Wild Basin Research Fellowship.

The School is supported by a group of seven NSCI specific donor accounts, four major endowments, and a Departmental grant that support both undergraduate research and instrumentation/facilities funds. Amongst these endowments, the School of Natural Sciences is supported by the Brother Lucian Blerch endowment. This endowment provides support for research endeavors of a faculty member elected as the Lucian Chair as well as equipment for natural sciences. Since 2001, the Lucian Professor/Chair helps to organize the annual **Lucian Symposium** that brings noted scientists to campus and highlights research in the area of the natural sciences.

Through collaborations with St. Edward's University and Travis County, Wild Basin Creative Research Center serves as a local gateway to the 32,000-acre Balcones Canyonlands Preserve (BCP), facilitating research, public awareness, and preservation of Austin's wildlands. In addition to the endangered Golden-cheeked Warbler, Wild Basin is host to several at-risk and threatened species of both flora and fauna.

St. Edward's Wild Basin Creative Research Center serves as an extension of the main campus and hosts university classes, researchers, and student interns as a field research station. Students from all schools and programs utilize the Creative Research Center to study art, science, policy and local government, education, business, and other disciplines.

Since Fall 2006 the School of Natural Sciences has been housed in the John Brooks Williams Natural Sciences Center-North Building (JBWN), a 65,000 square-foot (\$20 million) facility that represents the first phase of a two-building mathematics/science complex. JBWN houses the Biology, Chemistry and the Bioinformatics Programs, with dedicated space for undergraduate research. John Brooks Williams Natural Sciences Center-South Building (JBWS), houses programs in Computer Science, Forensic Science, Mathematics, and physics laboratories with a total of approximately 53,000 gross square feet with more dedicated space for general education science instruction. The Kinesiology department is housed in Fleck Hall and shares facilities and equipment with the recreation and athletics center (RAC).

The school also houses extensive equipment and instrumentation to support undergraduate research programs. Since 2001 SEU has added more than \$1.7 million in new equipment. JBWN is home to 17 laboratories designed to accommodate current and future programming; a signature upper division Undergraduate Research Lab consisting of a 2,480-square foot space with a capacity of over 40 students. This is one of the most distinctive scientific instructional spaces on the St. Edward's campus. Two interdisciplinary research labs, one "wet" and one "dry," serve new program areas such as bioinformatics. The Advanced Computing Lab (ACL) offers state-of-the-art computing and collaborative workspaces that allow students in Computer Science to engage in hands-on learning. The ACL is located in John Brooks Williams South 166 and is open 24 hours a day, 7 days per week. Wild Basin is also home to a computer lab available to faculty and students.

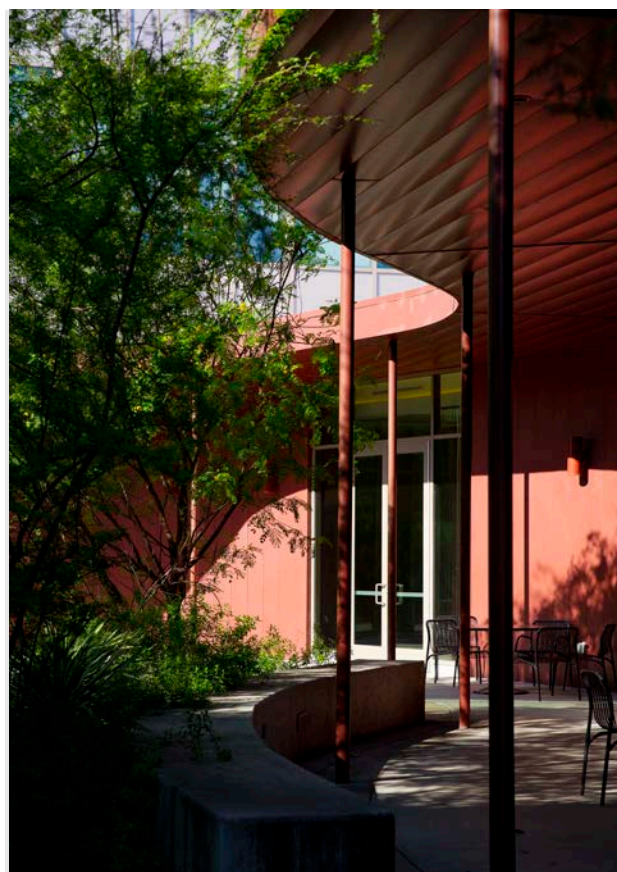


The Position



The Dean of the School of Natural Sciences reports to the Provost and serves as a member of the Council of Deans and of the University Budget Council. The Dean provides vision and leadership to all areas of the School's operation: academic and curricular affairs, student success, promotion/tenure, budget management, fundraising, external partnerships, and community service, among others.

Those reporting directly to the Dean include an Associate Dean, the Director of the Wild Basin Creative Research Center, the department chairs and faculty of Biological Sciences, Chemistry, Computer Sciences, Forensic Science, Kinesiology, and Mathematics; a business manager and two administrative assistants.



Opportunities

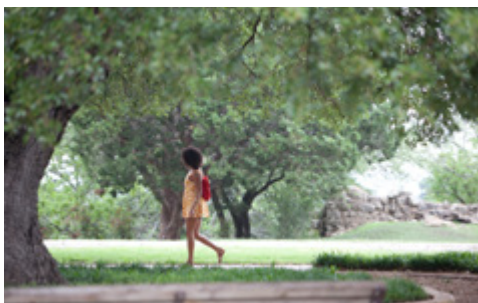
- Advance the broadening participation in STEM by producing a diverse cohort of professionals and supporting a diverse, equitable, and inclusive campus climate at a Hispanic and Minority Serving Institution.
- Support the teaching mission through the development and review of new and existing undergraduate programs (including online instruction) to meet student and employer needs.
- Identify and enhance resources to support student-faculty undergraduate research.
- Contribute to the professional development of an experienced, committed faculty and staff.
- Sustain, assess, and engage strategic partnerships with complementary institutions to expand offerings for our students through joint programs (currently in engineering, nursing, medical/clinical laboratory science, and entrepreneurship).
- Enhance student success (retention and post-graduation outcomes) through the development of an academic strategic plan.
- Collaborate with the Associate Vice President of Graduate and Professional Studies and with faculty in the school to explore the possibility of new graduate programs.
- Support the school's commitment to the University's general education curriculum.
- Identify additional opportunities that support interdisciplinary work and international partnerships to assist graduates as they enter a global, interconnected world.
- Further enhance the relationship of the school to the rest of the University to the benefit of its students, faculty, and staff.
- Steward school resources and fuel growth as part of a financially strong institution through the active engagement of donors and support of extramural grant initiatives.
- Leverage Austin's vibrant scientific and technological community partners.



Qualifications



- An earned doctorate in a discipline relevant to the school and a scholarly/service record that positions the successful candidate for appointment to the position of Associate Professor or Professor with tenure.
- A record of successful and progressive academic administrative experience. Previous experience as dean is preferred, but not required.
- A thorough understanding of the process of conducting research and a record of strong scholarly accomplishments.
- A demonstrable record of excellence in teaching and mentoring undergraduate research.
- A record of success in external relations, particularly in fundraising, networking, and the development of student opportunities.
- A desire to embrace and actualize the Holy Cross charism and mission in all professional activities.
- A record of open, transparent leadership buttressed by strong oral and written communication skills.
- An understanding of and active participation in shared governance.
- A record that demonstrates strategic leadership, innovation, and a willingness to take well-reasoned risks.
- A record of persistence in completing strategic initiatives.
- A demonstrated history of leadership in enhancing diversity, equity, and the inclusion of underrepresented groups among students, faculty and staff.
- A charismatic leader who connects and interacts well with students, faculty, and staff in a professional yet personal manner.





ST. EDWARD'S[®]
UNIVERSITY

APPLICATION PROCESS

For full consideration, please submit all application materials by **January 8, 2021**:

1. A current resume or CV;
2. A cover letter addressing the candidate's interest in and qualifications for the position;
3. A statement on the candidate's ideas, contributions, and goals for advancing Diversity, Equity, and Inclusion while serving in this position; and
4. The contact information for three professional references.

Additional details on the application procedure can be [found here](#).

Institutional Policy

It is the policy of St. Edward's University to ensure equal employment opportunity to all individuals in a positive program of non-discrimination. The Director of Human Resources is responsible for implementing this institution's policies on Equal Employment Opportunity and any questions on this subject should be addressed to him/her.

The University is committed to adhering to the principles and guidelines outlined in Title VII of the Civil Rights Act of 1964 and Title IX of the Education Amendments of 1972. All employment-related activities and decisions, including recruitment, hiring, assignment, promotion, training, benefits, use of facilities, and other privileges are made without regard to race, color, religion, sex, national origin, age, handicap or disability (if otherwise qualified), or veteran status.

www.stedwards.edu