

SEARCH PROFILE:

DEAN OF THE COLLEGE OF ARTS
AND HUMANITIES



**Central
Washington
University**

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Central Washington University (CWU) invites nominations and applications for the position of Dean of the College of Arts and Humanities (CAH). Joining a dedicated team of faculty, staff, and students, the new Dean will play a key role in fostering student success, cultural awareness and equity, supporting CWU's mission to expand educational access and create a legacy of learning. The Dean will lead initiatives in the College of Arts and Humanities that align with CWU's values of engagement, belonging, and stewardship, embodying a shared commitment to sustainability, cultural inclusivity, and academic excellence.

ABOUT CENTRAL WASHINGTON UNIVERSITY

Located in the heart of Washington State amid the scenic landscapes of the Kittitas Valley, CWU's Ellensburg campus is situated on the ancestral lands of the Yakama Nation. In acknowledgment of this heritage, CWU honors the Pshwanapum and other Yakama bands who have stewarded this land since time immemorial, as guided by their elders through generations. CWU expresses gratitude to these communities and recognizes the responsibility to care for and respect these lands. Tour the campus in Ellensburg here:

www.youtube.com/watch?v=HjdhOegDa9A

Central has a long history of preparing graduates for successful careers in an ever-changing world. Beginning in 1891 as a teachers' college (Washington State Normal School), Central has continued its commitment to scholarship, public service, and student success. Over the last 125 years, Central has grown from 50 students to approximately 8,500 students at combined campus locations, with an additional 2,300 enrolled through high school partnerships across the state. Ninety-four percent of the students are undergraduates, with six percent graduate students. 4,000 students live on campus or within walking/biking distance.

CWU has grown in scope as well, offering a full complement of [academic programs](#), including more than 135 accredited undergraduate majors and 32 accredited master's degree programs, as well as many minors and relevant certificate options.

Central Washington University is comprised of four colleges, the Graduate School, and the William O. Douglas Honors College.

- College of Arts and Humanities
- College of Business
- College of Education and Professional Studies
- College of the Sciences

The main campus offers a residential experience and a range of academic and campus life activities, as well as online degree programs for students who cannot attend a residential campus. Programs are also delivered at eight [University Centers](#) across the state, offering convenient degree and certification programs. The 380 acre campus also includes an [arboretum, pond, and greenhouse](#) (associated with the Biology department), [Lydig Planetarium](#) (part of the College of the Sciences), and a sustainable farm (growing food for the campus and community).

CWU is comprised of 643 faculty and 2,457 staff (2023 figures) committed to Changing Students' Lives. No matter what job, each person plays a part in supporting and empowering students to fulfill their dreams.

ABOUT CENTRAL WASHINGTON UNIVERSITY (CONT.)

CREA TU FUTURO (CREATE YOUR FUTURE)

CWU is an Emerging Hispanic Serving Institution (23% Hispanic undergraduate student population) with a goal of becoming a Hispanic Serving Institution. In October 2024, Central Washington University was selected by the US Department of Education (Raise the Bar Initiative) as among the top 100 predominantly bachelor's-granting institutions eligible for the inaugural Postsecondary Success Recognition Program, a new annual award that incentivizes schools in a position to better serve these underrepresented communities.

Central Washington University has been named a Fulbright U.S. Scholar Program Top Producing Institution for the 2022-2023 academic year. In addition, for the seventh time in eight years, CWU is a recipient of the prestigious Higher Education Excellence in Diversity (HEED) Award from INSIGHT Into Diversity magazine. CWU ranks in the top 31% of Regional Universities in the West by U.S. News & World Report (2025). It is also rated 21st in Best Colleges for Veterans, 42nd in Best Value Schools, and 66th in Top Performers in Social Mobility.

CWU's ongoing, intentional efforts to provide equal access to postsecondary education for all learners are ingrained in the Vision and Mission statements, which call for the campus to become a "model learning community of equity and belonging." Through a multi-pronged approach, including intensive outreach work, innovative financial aid solutions, and a variety of continuing education programs like Running Start and College in the High School, CWU is building the bridges necessary to deliver higher education access to the communities we serve.

VISION, MISSION, VALUES, STRATEGIC PLAN

(Please see the link above for thorough information about these critical planning processes.)

CWU prides itself on creating transformative educational opportunities that encourage personal growth and success.

Vision

Central Washington University will be a model learning community of equity and belonging.

Mission

In order to build a community of equity and belonging, Central Washington University nurtures culturally sustaining practices that expand access and success to all students. We are committed to fostering high impact practices, sustainability, and authentic community partnerships that are grounded in meaningful relationships.

Unifying Value: Student Success

CWU creates pathways for students of all backgrounds to reach their academic and professional goals. Through providing a supportive learning environment, faculty and staff inspire students to become engaged professionals, active citizens, and lifelong learners.

Core Values

Engagement: Central Washington University nurtures authentic relationships built on mutual respect, responsibility, and reciprocity. Our various communities engage in a network of mutuality and interdependence to advance collective learning and growth.

Belonging: Central Washington University believes that a diversity of peoples, cultures, and ideas are essential to learning, discovery, and creativity. Collectively, we take responsibility for welcoming and integrating diverse perspectives into our community to advance our vision and mission.

Stewardship: Central Washington University Advances environmental, social, and economic sustainability in ways that support an ecologically healthy and socially just world and that honor the Indigenous peoples who have resided here since time immemorial and who continue to reside here. We nurture our internal talent through professional development opportunities, coaching and mentoring, and accountability enacted with care and compassion.

QUICK FACTS

- 39% students of color
- 53% female
- 47% male
- 95% Washington residents
- 4-6 years, average time to undergraduate degree
- 111,650 living alumni
- 69% first year retention (Fall 2022 cohort, first-time/full-time freshmen)
- 53% six-year graduation rate (2017 cohort, first-time/full-time freshmen)
- 44.2% first generation students (2023 UG)
- 15:1 student to faculty ratio

LIFE IN ELLENSBURG

Central Washington University's main campus spans 380 acres in the heart of Ellensburg, Washington—a vibrant city of about 20,000 residents within the larger Kittitas Valley, home to nearly 50,000 people. Located centrally in the state, Ellensburg is equidistant from Seattle and Spokane, offering residents and students access to the diverse landscapes of Washington State, from mountain ranges and high deserts to lush rainforests. Known for its welcoming small-town atmosphere, Ellensburg enjoys four distinct seasons, with nearly 300 days of abundant sunshine, and an array of recreational and cultural activities. The community

boasts a lively [arts district](#), a nationally renowned rodeo, accessible healthcare, and a network of service clubs and places of worship. Strong ties with Central Washington University enrich the area, fostering a unique community spirit. Learn more about what Ellensburg has to offer by visiting this [link](#).



ABOUT CENTRAL WASHINGTON UNIVERSITY

The College of Arts and Humanities is long celebrated for its wide swath of vibrant programs, transforming students into professionals across the workforce. The faculty value excellence in teaching and are accomplished artists, writers, and scholars, all eager to guide students on their journey toward a successful future. A strong commitment to student success undergirds the College's programs, ensuring that students can succeed in a globalized world through innovation, exploration and expression. Programs are offered through a variety of modalities: on campus, online, and at satellite locations.

With 1,022 undergraduate majors and 190 graduate students, the College boasts a dedicated faculty and staff of approximately 75 TT, 71 NTT (full and quarterly appointments), and 20 staff. The all-funds budget is \$15 million.

CAH POINTS OF PRIDE

- **North Academic Complex (NAC):** Construction is currently underway with a projected opening in September, 2025. This 108,000 square-foot four-story building will be the new centralized home for the College of Arts and Humanities as well as Social Sciences, and will be the hub of academic activity on the North end of campus. In addition to housing the Dean's office, the following Humanities programs will be located in the new space: English, History, Philosophy and Comparative Religion, and World Languages and Cultures. This new building will host state-of-the-art facilities for multi-modal instruction/recording studios/media production. It includes a 242-seat lecture hall, 109 faculty offices, and 21 active learning classrooms. The building will be LEED Gold certified and will feature the campus's first geothermal plant.
- **Community Partnerships:** The academic departments within The College of Arts and Humanities maintain an active presence within the greater Ellensburg community. Partnerships include the following community organizations: Valley Community Theatre, Ellensburg Community Radio, Ellensburg Dance Ensemble, Gallery One Visual Arts Center, Hal Holmes Center, Ellensburg Film Festival, Ellensburg School District, Ellensburg City Hall, Humanities Washington, Ellensburg Public Libraries. [Make Music Ellensburg](#) is a locally owned music school for K-12. Many of their employees are current Music students and alumni. Student collaboration with the First Friday Art Walks in Ellensburg further connect the community to the campus.
- **Award-winning Programs:** High-impact practices are abundant in the College of Arts and Humanities. Some of the ways in which we provide innovative and unique instruction are through HyFlex course offerings, which accommodate various learning styles and location-bound students. Virtual exchanges offer international educational opportunities for students who aren't able to participate in study-abroad programs. CAH offers exchange student peer mentoring for students who have traveled to campus from other countries. The Manastash student literary journal, the longest-running student journal at CWU, is about to publish its 35th anniversary issue. The Observer Newspaper and PULSE Magazine have won numerous national awards in recent years. Music students have received international acclaim for their stellar performances, which most recently included a trip to South Korea, where they earned four standing ovations. The list of unique and exciting student opportunities within CAH is extensive.



ABOUT CENTRAL WASHINGTON UNIVERSITY (CONT.)

- Facilities:** The Communication Department houses a broadcasting studio and film editing labs. The Theatre and Film Department has McConnell Auditorium, a 750-seat performance theatre, the 340-seat Milo Smith Tower Theatre, and various supporting spaces such as a costume shop, lighting shop, green room, and acting labs. The Music Department, located in the Jerilyn S. McIntyre Music Building, has the 600-seat Hertz Concert Hall, a 150-seat recital hall, and a multitude of teaching, learning, and practice spaces to support band, choir, orchestra, and private lessons. Randall Hall is the home of the Art + Design Department, which includes two MacIntosh computer labs for graphic design students, and fully-equipped studios for teaching jewelry/metals, ceramics, drawing, painting, digital and analog photography, wood design, and sculpture. Three classrooms with theatre-style seating are used for Art History classes and public events.
- Undergraduate Research:** CAH students are active in national and international conferences, and they regularly present their research on campus at the annual CWU Symposium of University Research and Creative Expression (SOURCE).

Eight departments report to the Dean of the College of Arts and Humanities as well as three College interdisciplinary programs and three affiliated interdisciplinary programs. The College offers a variety of certificates, minors, undergraduate majors, and masters degrees. Work with the School of Education is also an important facet of the CAH's portfolio regarding teacher and other professional school preparation.

Please see this [link](#) to learn more about the College of Arts and Humanities.

THE COLLEGE OF ARTS AND HUMANITIES VISION AND MISSION

Vision

The College of Arts and Humanities empowers ethically minded students to reach their creative, intellectual, and leadership potential. We prepare students for the challenges of the 21st century by developing the critical thinking, creativity, problem-solving skills, communication skills, leadership skills, cross-cultural sensitivity, and global awareness that a liberal arts education provides.

Mission

Recognized for our unwavering commitment to high-quality teaching and learning, the College of Arts and Humanities is at the heart of the success of Central Washington University. Our innovative and dynamic departments and programs challenge our students to build enduring skills for lifelong achievement through an emphasis on creative, analytical, and ethical thinking and communication. We provide personalized mentorship; an inclusive, diverse and cross-disciplinary curriculum; opportunities for research, creative activities and service outside the classroom; and participation in a lively and stimulating community. As our alumni can affirm, this rich educational environment provides the foundation for a rewarding personal life, a productive career, and a commitment to globally informed civic values.

ACADEMIC DEPARTMENTS

- Art and Design
- Communication
- English
- History
- Music
- Philosophy and Religious Studies
- Theatre Arts
- World Languages and Cultures

INTERDISCIPLINARY PROGRAMS

- Africana and Black Studies
- Asian Studies

- Latino and Latin American Studies

AFFILIATED INTERDISCIPLINARY PROGRAMS

- American Indian Studies (partnership with the College of the Sciences)
- The Douglas Honors College (partnership with all other colleges)
- Women's, Gender and Sexuality Studies (partnership with the College of the Sciences)

DIVERSITY STATEMENT

The College of Arts and Humanities is a community that includes and values the voices of all people. As such, we recognize the social barriers that have systematically marginalized and excluded people and communities based on race, ethnicity, gender, sexual identity, socioeconomic background, age, disability, national origin, and religion.

We are committed to the equity of opportunities, and strive to promote and advance diverse communities. We value and proactively seek genuine participation from these historically under-represented and underserved groups, and recognize them as an essential component of creating a welcoming and rich academic, intellectual, and cultural environment for everyone.

STRATEGIC PRIORITIES

- Create and support a culture of mentorship across the college.
- Support and promote strategic curricular growth and enhancement including interdisciplinary, international, multimodal, inclusive, and diverse programming.
- Increase support for and value of scholarship and creative expression.
- Improve visibility of CAH internally and externally.
- Better engage alumni.



ABOUT THE DEAN

The Dean is the chief academic and fiscal leader of the College, serving to unite faculty and staff in consultative work that advances the mutually shared mission of the University and of the College. Reporting to the Provost/Executive Vice President for Academic Affairs, the Dean provides vision, leadership, and support for continuous improvement in all matters affecting the College. The Dean functions as an administrator, planner, leader, and spokesperson for the College. The Dean provides leadership in advancing the College among its many constituencies, and in positioning the College to respond successfully to the challenges and opportunities of contemporary higher education. In conjunction with the department chairs and faculty governance groups, the Dean creates and implements short and long-term strategic goals consistent with the College mission and vision. The Dean collaborates closely with the administration, support services, faculty, staff, and students, as well as community agencies, and the general public. The Dean leads and manages change, ensures inclusive and ethical practices, allocates College resources, and models student-centered decision-making.

RESPONSIBILITIES

- **Guide strategic program planning and development** by collaborating with faculty and staff to create, evaluate, and refine academic programs that align with CAH needs, support interdisciplinary initiatives supporting HSI, and enhance student engagement and success.
- **Oversee and manage budget development and financial planning** within the College, ensuring resources are allocated strategically to support academic programs, faculty research/initiatives, and student success while maintaining fiscal responsibility and transparency.
- **Lead curriculum development and delivery** by working with faculty to design, implement, and assess innovative courses and programs that meet academic standards, support diverse pedagogical styles and support students for academic success.
- **Lead personnel processes**, including evaluations and professional development initiatives, to support the growth and success of faculty, staff, program directors, and department chairs. Foster mentorship, collaborative leadership, and opportunities for continuous learning, ensuring alignment with the College's mission and strategic goals while cultivating a model learning community of equity and belonging.
- **Drive strategic planning initiatives** by collaborating with faculty, staff, and administrators to set and achieve long-term goals for the College and the Academic Affairs division, aligning academic programs, resource allocation, and community partnerships with the University's mission and vision for student success and institutional growth.
- **Lead fundraising and partnership development** efforts by cultivating relationships with alumni, industry leaders, and community stakeholders to secure resources that enhance College programs, support student scholarships, and advance strategic initiatives.
- **Ensure responsiveness to students across all instructional sites** by fostering consistent communication, addressing student needs, and collaborating with faculty and staff to enhance the educational experience at each location where the College provides instruction.
- **Lead and support grant-seeking initiatives** by fostering collaborative grant-writing efforts within the College, working closely with faculty and external partners to secure funding that enhances program development, research, and student support initiatives
- **Plan for facilities and equipment**, compliance and replacement, and departmental operations

The Dean is supported by an associate dean and an Administrative Specialist. The Dean's team also includes a Director of Academic Advising and professional academic advisors. Department chairs and interdisciplinary program directors are elected by departments and serve a four-year term. Each department chair and program director provides management for their department regarding planning, curriculum, faculty development, and department resources.



LEADERSHIP AGENDA AND COMPETENCIES

Supporting a Culture of Innovation, Integrity and

Assessment: The Dean will be a thought leader in championing the value of liberal arts in developing critical thinking, empathy, thoughtful inquiry, civic engagement, and appreciation for the artistic, aesthetic, spiritual, and cultural continuity of the human experience. This effort requires an inclusive and celebratory approach, ethical and visionary leadership, and a strong sense of responsibility to both internal and external stakeholders. Collaborative decision making, transparency, accountability, and trustworthiness are expected attributes of the next Dean. The Dean will play a leadership role in fostering a culture of adaptive, forward-thinking innovation focused on delivering cutting-edge programs and student success. The Dean's ability to set the strategic direction, inspire innovative solutions, and redirect when necessary, will be essential to the continued success of the College.

Fostering Student Success: The holistic development of students—through both academic and co-curricular experiences within the College—is central to their success. The Dean will play a key role in enhancing the educational journey for both majors and non-majors, ensuring that general education offerings align with the College's commitment to enriching the broader university experience. As a decentralized general education structure is in place, the Dean will need to advocate for the College's priorities and work collaboratively with other deans to ensure cohesion, especially regarding course sequencing, prerequisites, and their impact on timely degree completion.

In addition, the Dean will lead data-informed initiatives to support the University's goal of becoming a Hispanic

Serving Institution (HSI), advancing meaningful support structures for Hispanic students and addressing retention, graduation rates, and post-graduation success. With a strong commitment to equity, this leader will identify and address achievement gaps across student cohorts and within programs, fostering an environment of inclusive excellence.

The Dean will also be instrumental in building strategic partnerships across the University, collaborating with other colleges, Enrollment Management, Student Affairs, Advancement, and additional key departments to promote recruitment, retention, and student engagement. This collaborative approach will support interdisciplinary initiatives, co-curricular learning, and career development opportunities, all aimed at enriching the student experience.

The Dean will work to strengthen academic programs, create new opportunities for students and faculty, and champion an environment that values respect, fosters belonging, and ensures accessibility for all. This leader will be a passionate advocate for students, dedicated to creating a campus culture where every individual has the opportunity to thrive.

Stewarding College Resources: The Dean will oversee the College's budget with a deep understanding of the financial drivers, including enrollment trends, program costs, and funding allocations. This role requires both an understanding of budgeting and the ability to work collaboratively with faculty to ensure that curriculum offerings and course schedules align with student needs while remaining within available resources. The Dean will work closely with academic and administrative units to set budget priorities and proactively identify efficiencies and opportunities to extend resource impacts.

LEADERSHIP AGENDA AND COMPETENCIES (CONT.)

Elevating Visibility and Enhancing External Resources:

In a competitive and resource-limited environment, the Dean will play a collaborative role in advancing the visibility of the College's exemplary programs, outstanding faculty, and notable student achievements. This includes celebrating the accomplishments of the College community members while leading strategic initiatives that align with the College and University mission, vision, and values-based strategic plan. The Dean will signal the College's commitment to engaging in innovative activities and partnerships, supporting faculty research, advancing strategic grant opportunities, and fostering interdisciplinary collaboration. The Dean will take an active and visible role in the strategic vision and development of fundraising activities and external research funding that benefit the College mission. Given the nature of CAH, local community outreach and partnerships are very important.

Fostering Faculty and Staff Success: As the executive responsible for faculty and staff development within the College, the Dean is critical in ensuring a climate that is collegial, transparent, welcoming, and aspirational. An active and effective professional development program will be part of the Dean's agenda to ensure the retention of the talented faculty and staff, who are devoted to the mission of the College. Critical areas of leadership include support for faculty tenure and promotion processes and post-tenure review, engagement with high-impact practices for student success, ensuring a culture of equity and belonging for faculty and staff, promotion of quality student services, recognition of staff/faculty achievements, and ensuring accountability to the standards of the College.

Promoting an Inclusive Academic Environment: Central's vision is to be a model learning community of equity and belonging, and the successful Dean of the College of Arts and Humanities must demonstrate exceptional intercultural fluency and foster an inclusive academic environment that values and supports diversity in all its forms. The successful Dean will actively engage with students, faculty, and staff from diverse cultural, historically underrepresented, socio-economic, and academic backgrounds, ensuring equitable access to opportunities for growth and success. The Dean will champion initiatives that promote cross-cultural dialogue, global perspectives, and collaborative partnerships, both within the College and with external communities. A strong commitment to culturally responsive leadership is essential, along with the ability to create policies and practices that advance diversity, equity, inclusion, and belonging in education, research, and service.





QUALIFICATIONS

REQUIRED

- Earned terminal degree from an accredited institution in a discipline associated with programs represented in the College of Arts and Humanities
- Four years of leadership experience directing academic endeavors at the level of department chair/program director/ equivalent or above, or equivalent experience in the public or private sector outside academia
- A record of teaching effectiveness, professional leadership, and scholarship sufficient to support tenure and appointment as a full professor in one of the College's academic departments
- Demonstrated experience with personnel resources, including faculty Reappointment, Tenure, and Promotion (RTP) processes, or equivalent employee feedback and promotion processes
- Exposure to academic budget principles and management, with the ability to understand and manage the dynamics of a multi-stream and complex State funding budget model
- Ability to work collaboratively with faculty, staff, other college deans, and students to develop, articulate, and implement a shared vision and strategic initiatives for the College
- Excellent interpersonal, written, and public speaking skills
- Demonstrated commitment to interdisciplinary scholarship and program development by actively fostering collaborative teaching, research, and program initiatives that bridge multiple academic disciplines, enriching the educational experience and addressing social justice, equity, diversity and inclusion
- Demonstrated commitment to inclusion and evidence of experience effectively engaging and working with a diverse population of faculty, staff, students, and communities
- A commitment to shared governance and collaborative decision making
- Ability to engage external stakeholders and work effectively with donors and grant agencies
- Ability to be an effective champion of the importance of the liberal arts
- OR applicable combination of education and/or experience which demonstrates the ability to perform the essential functions of the position

PREFERRED

- Experience with complex budget and management operations that include multiple revenue streams and multiple layers of policy requirements
- Leadership of strategic planning at the program level or above
- Experience in leading transformative change, particularly in the face of evolving higher education landscapes, technological advancements, or shifts in student demographics
- Experience with curriculum development, assessment, and program review, including through multiple delivery modes
- Successful record of community engagement and/ or fundraising with donors, foundations and/ or public organizations to include partnerships with industry, government, or research organizations that benefit students and faculty research
- Experience managing programs in a multi-site (locations) environment
- Experience in recruiting, mentoring, and evaluating faculty, as well as promoting professional development for both faculty and staff, to include best practices for recruiting and retaining diverse faculty and staff
- Experience in establishing partnerships with diverse populations, including Hispanic and tribal communities
- Experience with student retention and recruitment efforts, strategic enrollment planning, and high impact programs
- Oversight of accreditation efforts/reports and/ or in conducting accreditation reviews and other state/national standards compliance
- Leadership experience at a level beyond department chair/ head
- Experience as a faculty member or administrator in a collective bargaining environment
- Attainment of the rank of full professor



APPLICATION AND NOMINATION PROCESS

Central Washington University is assisted by Academic Search. A completed application will include the following documents, to be separately submitted electronically in pdf format:

1. A cover letter which clearly summarizes how the applicant addresses each of the listed required qualifications, preferred qualifications (as applicable), and leadership agenda/characteristics. The letter should include a discussion of how the applicant's experiences, ideas, and abilities contribute to CWU's diversity initiatives and values.
2. A current curriculum vitae (CV) that includes responsibilities and accomplishments, as well as scholarly achievements.
3. Names and contact information for five references with a note indicating the relationship to the applicant. (References will not be contacted without permission.)

Nominations and applications should be sent to CWUCAHDEAN@academicsearch.org.

The position will remain open until filled, with full consideration given to applications received by **February 24, 2025**.

Nominators and prospective candidates may arrange a confidential discussion about this opportunity with Stacey Morgan Foster, JD, senior consultant, at stacey.foster@academicsearch.org.

COMPENSATION AND BENEFITS

ANTICIPATED HIRING SALARY RANGE

Classification range: \$155,784 to \$249,255
Anticipated hiring range: \$175,000 to \$200,000

BENEFITS AND OTHER EMPLOYMENT INFORMATION

CWU is committed to investing in its employees and creating a healthy and successful work environment. The University offers medical, dental, life and disability insurance, retirement and optional savings plans, tuition assistance for employees and dependents, discounts across town, an employee assistance program for individualized counseling, and a wellness incentive program. Learn more: [Benefits and Leave](#) as well as the [CWU HR webpage](#).

The campus has a collective bargaining agreement environment for faculty and staff. Administrators, including the deans, are [exempt employees](#) and are not covered by a CBA. Retreat rights for academic deans are negotiated as part of the hiring process.

OTHER NOTICES AND INFORMATION

Background Check/Reference Check Process: Prior to employment, final candidate(s) will be required to sign a Sexual Misconduct disclosure in pursuant to [RCW 28B.112.080](#) and submit to a background check. All information obtained through background investigations will be strictly confidential and revealed only to those required to have access.

Affirmative Action/Equal Opportunity Statement: Central Washington University is an EEO/AA/Title IX/Veteran/Disability employer. Central Washington University's policies and practices affirm and actively promote the rights of all individuals to equal opportunity in education and employment. Discrimination on the basis of race, color, creed, religion, national origin, sex, sexual orientation, gender identity and gender expression, age, marital status, disability, or status as a protected veteran is prohibited.

The University provides an internal procedure for reporting discrimination and affords protection against retaliation for participating in the complaint process. Central Washington University complies with all applicable federal, state, and local laws, regulations, and executive orders including when soliciting bids and in the fulfillment of all contracts with governmental agencies. Direct related inquiries to [Civil Rights Compliance](#), 202 Barge Hall, Ellensburg, WA 98926-7501; Telephone 509-963-2050; or email crc@cwu.edu.

Reasonable Accommodations: Central Washington University provides reasonable accommodations to qualified individuals with disabilities who are employees or applicants for employment. Employment opportunities will not be denied because of the need to make reasonable accommodations for a qualified individual with a disability. If you need assistance or accommodation in applying because of a disability, please contact Human Resources at HR@cwu.edu or call 509-963-1202. This job announcement and other material on this site will be made available in alternate formats upon request to an individual with a disability.

Annual Security and Fire Safety Report (Clery Act): For the Central Washington University Annual Security and Fire Safety Report (i.e. Clery Report) which includes statistics about reported crimes and information about campus security policies, available online [here](#) or call CWU Police and Parking Services at 509-963-2959 for a paper copy.

CWUP 2-30-115 Employment of Foreign Nationals Policy - [Central Washington University | CWUP 2-30 Employee Policies](#)

CWUR 3-40-200 Employment of Foreign Nationals Procedure - [Central Washington University | CWUR 3-40 Human Resources](#)

Required trainings: www.cwu.edu/about/offices/human-resources/central-learning-academy/required-training.php



ABOUT ACADEMIC SEARCH

Academic Search is assisting Central Washington University in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations.

Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience.

Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute.

