

# SEARCH PROFILE:

DEAN OF THE COLLEGE OF THE SCIENCES



Central  
Washington  
University

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Central Washington University (Central or CWU) invites nominations and applications for the Dean of the College of the Sciences (COTS). The new Dean will join a friendly and collaborative academic home, with exciting possibilities for innovative programs and partnerships, faculty and staff colleagues who are sincerely focused on excellence and student success, and students who aspire to contribute to the betterment of society and who desire to expand their opportunities for a generational legacy of college attainment.

## ABOUT CENTRAL WASHINGTON UNIVERSITY

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.

The main campus offers a traditional residential experience and a range of academic and campus life activities. Programs are also delivered at eight [University Centers](#) across the state, offering convenient degree and certification programs, as well as online opportunities for students who cannot attend a traditional campus. The 380 acre

Central Washington University is comprised of four colleges and the Graduate School:

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

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.

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

## ABOUT CENTRAL WASHINGTON UNIVERSITY (CONT.)

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 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.

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.

Located in the heart of Washington state amid the scenic landscapes of the Kittitas Valley, the Ellensburg campus, as well as the Yakima and Wenatchee University Centers, are situated on the ancestral homelands of the Yakama people who have lived in this area from time immemorial. Tour the campus in Ellensburg here: [www.youtube.com/watch?v=HjdhOegDa9A](https://www.youtube.com/watch?v=HjdhOegDa9A)

### 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

### LAND ACKNOWLEDGEMENT

Central Washington University acknowledges the people who have been on this land since time immemorial. The Ellensburg campus is on lands ceded by the Pshwanapum and other bands and tribes of the Yakama Nation in the Treaty of 1855. The Yakama people remain committed stewards of this land, cherishing it and protecting it, as instructed by elders through generations. We are honored and grateful to be here today on their traditional lands, and give thanks to the legacy of the original people, their lives, and their descendants.

### 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.



## LIFE IN ELLENSBURG

Central Washington University's main campus is located on 380 acres in Ellensburg, Washington, a city of approximately 20,000 people. The overall population of the Ellensburg micro area in the Kittitas Valley is almost 50,000. Located in the center of the state, between Seattle on the west and Spokane on the east, the community enjoys access to a variety of scenic and recreational opportunities from mountain to high desert to rainforest environments. Residents cite the friendly small-town atmosphere, four

seasons with 300 days of sunshine, diverse recreational activities and cultural activities, and close ties to Central Washington University as some of the reasons they love their community. Ellensburg offers a thriving [arts district](#), one of the oldest and most celebrated rodeos in the country, accessible healthcare, numerous service clubs, and houses of worship. Please see this [link](#) to learn more about Ellensburg.



## ABOUT THE COLLEGE OF THE SCIENCES

Comprised of 13 departments spanning the natural and social sciences, nine uniquely designed interdisciplinary programs, and a robust public outreach program, the College of the Sciences (COTS) provides students with a comprehensive education in a vibrant and collaborative learning environment. With a commitment to hands-on experiential learning, students engage in research, fieldwork, and practical applications of their studies while being guided by dedicated faculty members who inspire critical thinking and intellectual curiosity. The College of the Sciences emphasizes equity and belonging while preparing students for real-world challenges, promoting exploration, innovation, and community involvement. The College's commitment to excellence in education makes it a thriving hub for academic achievement and personal growth.

With 2,217 undergraduate majors and 177 graduate students, the College boasts a dedicated faculty and staff of approximately 115 TT, 56 NTT, and 51 staff. Fostering an intimate learning environment, the College is recognized for its unique programs, such as the only undergraduate and master's degree in primatology in the U.S., highlighting its commitment to specialized fields. CWU's sciences have received accolades for innovative research, including environmental and ecological studies, with students often securing notable awards and fellowships. Faculty are committed to including undergraduates in research and introducing them to a professional identity.

The overall, all-funds budget of the College is \$24 million. For fiscal year 2024, grants and external funding totaled \$2,503,233, with 82% acceptance rate. COTS applied for (and received) nine NSF grants (FY24).

Please see this [link](#) to learn more about COTS.

## COLLEGE OF THE SCIENCES MISSION AND COMMITMENTS

The College of the Sciences prepares students for enlightened and productive lives through the intertwined endeavors of learning and research in the classroom, laboratory, and field.

As practitioners of scientific inquiry, students and faculty create and apply knowledge to solving human, social and environmental problems. The College values instruction, research, and service as interdependent activities that enable human curiosity and discovery.

### Our Commitments

All departments within the CWU College of the Sciences are committed to teaching excellence; faculty and student research; scholarship and professional service; and community outreach, demonstrating the practical applications of our academic specialization.

### Inclusivity and Diversity

The College of the Sciences strives to create an environment of inclusive excellence. A place for our faculty, staff, and students to lead and succeed whatever their background, ethnicity, gender, religion, spiritual beliefs, age, sexual orientation, national origin, and other differences. We share a responsibility to ensure that the College truly reflects the diversity of the world we live in. In the College of the Sciences inclusive excellence means that students will graduate with understanding and skills to live, work, and play in an environment that is marked by diversity. The College of the Sciences will nurture a campus community that is made up of a wide range of diversity among the faculty, staff, and students. The workplace and classroom will offer a safe, respectful, interculturally responsive and stimulating environment that supports educational and professional development.

## ACADEMIC DEPARTMENTS

- Anthropology and Museum Studies
- Biological sciences
- Chemistry
- Computer Science
- Geography
- Geological Sciences
- Law and Justice
- Mathematics
- Physics
- Political Science
- Psychology
- Science and Mathematics Education
- Sociology

## INTERDISCIPLINARY PROGRAMS

- American Indian Studies
- Craft Brewing
- Environmental Studies
- Integrated Energy Studies
- Interdisciplinary Studies-Social Studies
- Museum of Culture and Environment
- Primate Behavior and Ecology
- Cultural and Environmental Resource Management
- Women's, Gender and Sexuality Studies



## ABOUT THE DEAN

The Dean is the administrative 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 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

- program planning
- budget management
- personnel actions
- chair, faculty, and staff development
- curriculum delivery
- planning for facilities and equipment
- departmental operations
- strategic planning
- fund-raising
- compliance assurance for grants, contracts, and health/safety for operations, as well as collective bargaining agreements, College level policies and procedures, and mission-linked accreditation standards of the Northwest Commission on Colleges and Universities
- responsiveness to students at all the educational sites where the College provides instruction

The Dean is supported by an associate dean, an administrative specialist, engagement and outreach manager, and support staff. Department chairs are elected by departments and serve a four-year term. Each department chair 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 College of the Sciences must be a state and regional leader within the rapidly changing world landscape, with ever-evolving and critical developments that impact the quality of life. The Dean will play a leadership role in fostering a culture of adaptive, forward-thinking innovation focused on delivering workforce-relevant and cutting-edge programs. This effort requires ethical and visionary leadership and a strong sense of responsibility to both internal and external stakeholders, collaborative decision making, transparency, accountability, and trustworthiness. 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 experience of students' academic and co-curricular education within the majors in the College is of paramount importance to their success. The Dean will help foster the experience both majors and non-majors have through general education, and will be mindful of how course array and prerequisites impact time to degree, and how the programs of the College enrich the overall life and reputation of the University. The successful Dean will lead data-informed efforts to diversify the student body, to advance the Hispanic Serving Institution (HSI) designation with meaningful support, to respond to retention/graduation rates/post-graduation professional success/satisfaction, and to address equity gaps among cohorts of students and within programs. The Dean will play a pivotal role in fostering strategic partnerships across the University, collaborating with other colleges, Enrollment Management, Student Affairs, Advancement, and other key units. This leader will work closely with academic and administrative partners to support interdisciplinary initiatives, promote student recruitment and retention efforts, and enhance the student

experience through co-curricular and career development programs. A collaborative and forward-thinking approach is essential, as the Dean will be expected to build bridges across campus to strengthen academic programs, create new opportunities for students and faculty, and contribute to the University's mission. The Dean will be a passionate advocate for students and a champion of creating an environment where respect is expected, a sense of belonging is evident, and opportunities are accessible.

**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.

**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 and vision. 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.



## LEADERSHIP AGENDA AND COMPETENCIES (CONT.)

**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 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 the Sciences 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 doctorate from an accredited institution in a discipline associated with programs represented in the College of the Sciences
- Four years of leadership experience directing academic endeavors at the level of department chair/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 professor in one of the College's academic departments
- Demonstrated experience with budgetary and personnel resources, including faculty Reappointment, Tenure, and Promotion (RTP) processes, or equivalent employee feedback and promotion processes
- 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 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
- 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 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 [CWUCOTSDEAN@academicsearch.org](mailto:CWUCOTSDEAN@academicsearch.org).

The position will remain open until filled, **but only applications received by January 27, 2025 can be assured full consideration.**

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

# COMPENSATION AND BENEFITS

## ANTICIPATED HIRING SALARY RANGE

Classification range: \$155,784 to \$249, 255

Anticipated hiring range: \$185,000 to \$230,000

## 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](mailto: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](mailto: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 | CWUP 3-40 Employee Policies](#)

**Required trainings:** <https://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.

