SEARCH PROFILE:
ASSOCIATE DEAN,
COLLEGE OF ENGINEERING TECHNOLOGY

FERRIS STATE UNIVERSITY
FERRIS FORWARD
Ferris State University invites confidential inquiries, nominations, and applications for the position of Associate Dean of the College of Engineering Technology (CET). The Associate Dean will report to Dean Michael Staley, and will provide essential support for the schools within the CET at this public university in rural Michigan. Ferris State University is a vibrant institution that builds on its founders’ historic commitments to education for all, with attention to collaboration, diversity, ethical community, excellence, learning, and opportunity. This is an exciting role for an experienced academic leader with understanding of and commitments to applied learning and career-ready education to build on previous successes at Ferris State University and to shape and guide efforts in curriculum development, accreditation, assessment, and industry connections within the College of Engineering Technology. The search is open and national in its outreach, and although the start date is negotiable, the position is expected to be filled by January 2023.
Ferris State University is a mid-sized, public university known for its quality of instruction and wide selection of academic programs, ranging from associate to doctoral degrees, offered through seven degree-granting colleges: Arts, Sciences and Education; Business; Engineering Technology; Health Professions; Kendall College of Art and Design; Michigan College of Optometry; and Pharmacy. The University’s main campus is in scenic Big Rapids, Michigan.

In 1884, Woodbridge and Helen Ferris founded the privately-owned Big Rapids Industrial School. Woodbridge N. Ferris noted, “My plea... is education for all children, all men, and all women of Michigan, all the people in all our states all the time.” That School became a state institution in 1950 and a state university in 1987. Since its beginning, the institution now known as Ferris State University has provided students of diverse backgrounds with educational opportunities for rewarding professional and civic lives. The current mission and vision statements reflect these commitments.

Ferris State University equips students to contribute to a changing world by offering challenging, adaptive curricula that blend technical and professional programs with traditional academic areas and driven by industry demand. The many and varied program offerings in the 2022 - 2023 University Catalog include several degrees that are unique in Michigan or the United States.

Ferris State University is committed to ensuring that students gain real-world skills beyond the classroom. The university collaborates with numerous external partners—including alumni and professional leaders in many fields—for program direction and networking. Students create unique combinations of majors, minors, certificates, and internships to prepare them for a wide range of changing work roles through their careers.

The University serves students from many different backgrounds and regions, providing access to educational opportunities through a traditional, residential college experience on the University’s main campus in Big Rapids, through statewide locations, online learning resources, and partnerships with community colleges and career technical centers. More than any institution in the state, Ferris State University maintains connection with Michigan community colleges, creating partnerships on multiple campuses and expanding online offerings to allow students opportunities to complete coursework leading to Ferris degrees at their local community colleges.

Ferris State University is an ideal institution for transfer and nontraditional students who want to complete or further their education because of the unique transfer process allowing students to build upon their education and previously earned credits.
Ferris State University is regionally accredited by the Higher Learning Commission (HLC) and was successfully reaccredited in October 2020. Fifty-five Ferris State University academic programs also have earned specialized accreditation related to the industries that they serve.

Nearly 90 percent of Ferris State University degree programs prepare students for in-demand regional job fields. The University also offers programs that are unique in the state and nation, such as the Michigan College of Optometry, highly-regarded Information Security and Intelligence B.S. and M.S. programs; four-year Heavy Equipment Engineering Technology program (unique in the U.S), Welding Engineering Technology (one of a handful of such programs in the U.S.), Manufacturing Engineering Technology, and Industrial Chemistry: Fermentation Science concentration.

As this virtual tour shows, the impressive Ferris campus has approximately 100 buildings on 785 acres, with 3.5 million usable square feet in its buildings and 23 miles of sidewalks. The University is committed to incorporating sustainable design planning principles in its approach to developing and maintaining buildings and grounds.

Other distinctive features of Ferris State University reflect modern contexts for historic commitments to equity and inclusion. A new Social Justice degree program has already been recognized within Michigan and in national media. Education leading to cultural awareness is also evident in two museums on the Ferris State University campus: the renowned Jim Crow Museum of Racist Memorabilia has amassed the nation’s largest public collection of artifacts spanning the segregation era and beyond, and the Museum of Sexist Objects raises awareness and inspires activism in response to everyday items that promote sexism, gendered violence, and female stereotypes.

Consistent with its historic mission, the University’s entire approach to education is distinct in its balance of theory and practice. Most full-time faculty have not only academic credentials but also business, industry, or professional experience in their field of study, and they bring this experiential focus to their teaching.

Eighty percent of Ferris State University classes have fewer than 25 students, and classes are taught by professors—never graduate students. Approximately 70% of students engage in an internship as a requirement of their curricula. The University uses the networking tool Handshake to connect students with internship and career opportunities, and Bulldog Connect encourages students to develop portfolios that demonstrate learning and skills based on their experiences in work and student organizations.

Ferris State University is distinctive among Michigan peers in development of the region’s economy, focusing on job-readiness, hands-on learning, and service to students who may be challenged to succeed in more conventional higher education institutions. The University accepts funding for both Phase I and Phase 2 Tuition Incentive Program-eligible students. It is also the first public university in Michigan to offer a test-optional admissions path and prides itself on service to first-generation college students.
The College of Engineering Technology (CET) prepares the next generation of builders, creators, designers, and innovators to accelerate their careers and make their mark on our world. The CET is comprised of four schools, each of which offers courses and learning experiences taught by experts in the field.

The School of Automotive and Heavy Equipment has been a leader in transportation education for more than 50 years. The School offers five majors (three Bachelor of Science and two Associate in Applied Science degrees) that lead to careers in transportation. Each program is specialized with faculty skilled and trained in their specific area—such as alternative fuels, engineering, high-performance testing, electronic controls, management, diagnostics, and hydraulics. Outside the classroom, students can participate in the Society of Automotive Engineers special vehicle teams in national competitions; they design and build a vehicle and then compete against other engineering and technology schools. Ferris continues to be the host institution for the SkillsUSA Michigan Diesel Equipment Technology competition.

Ferris is the only institution in the U.S. to offer a Bachelor of Science in heavy equipment engineering: the Heavy Equipment Service Engineering Technology major program develops the knowledge and skills required to test, diagnose, service, and repair multiple interfacing and technically sophisticated electrical/electronic systems used on equipment in the agricultural, construction, forestry, stationary power, and trucking industries. The School also offers the Associate in Applied Science degree in Heavy Equipment Technology, building a foundation of technical skills required for entry-level truck and equipment service technicians, fleet managers, and diagnostic technicians.

The School of Built Environment prepares students for many of the careers that deal with the design, construction, operation, and maintenance of the buildings and infrastructure people use every day. Bachelor of Science and Associate in Applied Science degrees, as well as Minors and Certificates, are offered in Architectural Technology, Architecture & Sustainability, Facility Management, Construction Management, and Heating, Ventilation, Air Conditioning, and Refrigeration.
All of the programs within the School of Built Environment are led by faculty with considerable industry and professional experience. Graduates of this School are ready for many careers based on their opportunities to add courses in specifications, building information modeling (BIM), and other areas, such as a preparation course for the certification test for Certified Document Technologist (CDT) as administered by the Construction Specifications Institute. Many of the professors hold LEED (Leadership in Energy and Environmental Design) certification and teach courses taking on the challenge of a sustainable environment.

The home of this School, the Granger Center for Construction and HVACR, is a state-of-the-industry teaching facility. The building is a working/living lab, as building systems—plumbing, mechanical, electrical, and structural—are all exposed for students and faculty to use in their learning and teaching exercises.

The School of Design and Manufacturing offers programs that prepare students to design, prototype, and manufacture tools, components, products, and printed materials. This newly created School offers eight Bachelor of Science and six Associate of Applied Science degrees—including some of Ferris State University’s unique majors.

The Manufacturing Technology Associate is a technology pathway that starts with fundamental machining, design, and CAD/CAM skills and can lead to the completion of many Bachelor of Science degrees on campus, including Manufacturing Engineering Technology, with concentrations available in Process Development or Quality Engineering. The Bachelor of Science degrees in Plastics Engineering Technology and Rubber Engineering Technology are complements to the Associate in Applied Science degrees in Plastics Technology and Rubber Technology, as well as any other manufacturing associate in applied science degree offered.

Ferris is one of only a handful of institutions in the country to offer a Welding Engineering Technology Bachelor of Science degree. Students are taught to become engineers involved in the concept, design, engineering, manufacturing, and testing of welded products. Many students complete the Associate in Applied Science degree in Welding Technology to strengthen their hands-on welding experience.

The School of Engineering and Computing Technology offers degrees in Computer Networks and Systems, Electrical/Electronics Engineering Technology, Mechanical Engineering Technology, Product Design Engineering Technology, and Surveying Engineering Technology. These programs are distinct in their applications to current and future needs of in-demand fields. Students can put learning into action by participating in competitions like the Rube Goldberg, Society of Mechanical Engineers Human-Powered Vehicle, Society of Automotive Engineers Formula series, or the National Society of Professional Surveyors competition. School of Engineering and Computing Technology degrees are supported by industries such as Allstate, Cisco Systems, Gentex Corporation, Leica Geosystems, Trimble Navigation, and many other companies throughout Michigan and the United States.
ROLE AND RESPONSIBILITIES OF THE ASSOCIATE DEAN

Under the leadership of Dean Michael Staley, the Associate Dean of the College of Engineering Technology has significant responsibilities in the operations, assessment, and compliance functions of the CET. This is a 12-month administrative appointment that requires understanding of the programs within the CET, willingness to work closely with faculty across the CET, and attention to detail in meeting the needs of the CET related to accreditation, efficiency, program quality, and industry partnerships. The Associate Dean is expected to be strategic, process-oriented, flexible, willing to work closely with faculty, and committed to the career-focused mission of the CET. The Associate Dean provides oversight/coordination for curricular activities such as development of new academic programs; and works collaboratively with programs for assessment, accreditation and academic program reviews.

These are some of the essential duties of the Associate Dean:

- Scheduling and enrollment management for efficient and effective course delivery;
- Managing faculty workloads, including course assignments, adjunct loads, and overloads;
- Overseeing CET data collection and analysis for accreditation and assessment for program accreditation and university reporting (using tools such as Nuventive Improve and Digital Measures);
- Overseeing curricula for CET certificate, graduate, baccalaureate, and associate degree programs, including catalog updates on these programs;
- Promoting CET faculty development, including scholarly activity and applied/industry research;
- Reviewing and updating CET policies;
- Coordinating with CET department chairs to address matters of student complaints, recruitment, admissions, and retention;
- Representing the CET internally and externally, as the Dean requests;
- Overseeing facilities for the CET;
- Actively fostering the principles of diversity, equity, and inclusion in working relationships with students, faculty, staff, community members; and
- Any other duties assigned within the position classification area.
REQUIRED QUALIFICATIONS

The successful Associate Dean candidate must demonstrate these required qualifications:

- Academic credentials for faculty appointment within the CET: a terminal degree (Ph.D., Ed.D., professional doctorate) OR a master’s degree in any field related to the CET OR a master’s degree in any field plus five years demonstrated work experience in higher education;
- Higher education teaching and administrative experience;
- Demonstrated commitment to, experience with fostering, and understanding of diversity, especially regarding students, faculty, staff, and community members;
- Experience in leading an academic program or department;
- Experience in supervising faculty and staff;
- Experience in curriculum development, assessment, and accreditation;
- Strong written and interpersonal communication skills; and
- Experience in handling student complaints.

PREFERRED QUALIFICATIONS

The successful Associate Dean candidate may also have some of these preferred qualifications:

- Industry experience appropriate for a faculty position in CET;
- Experience with using tools for collecting and analyzing data (such as EAB Analytics, Nuventive Improve, and Digital Measures);
- Understanding the needs of first-generation students and those in the CET with an interest in hands-on learning;
- Ability to connect with industry partners and the Industry Advisory Board;
- Experience in leading collaborative teams; and/or
- Grant-writing experience.
Ferris State University has partnered with Academic Search in the process of selecting the next Associate Dean of the College of Engineering Technology (AD-CET). Applications should consist of a substantive cover letter addressing the qualifications in this search profile, a curriculum vitae, an unofficial transcript, and a list of five professional references with full contact information (name, title/position, institution, phone number, email address). No references will be contacted without the explicit permission of the candidate.

Applicants must submit materials to the Ferris State University HR website: https://jobs.ferris.edu. Nominations and expressions of interest should be submitted electronically, and in confidence, to FerrisAD-CET@academicsearch.org. A background check (including identity and degree verification and criminal records check) must be completed satisfactorily after a candidate has been offered the position.

The position remains open until filled, but only those applications received by Thursday, September 1, 2022, can be assured full consideration by the search committee. Confidential discussions about this opportunity may be arranged by contacting Academic Search senior consultant, Dr. Ginny Horvath, who is assisting the College of Engineering Technology with this search.

Ferris State University, an Affirmative Action/Equal Opportunity employer, is committed to enhancing equity, inclusion, and diversity within its community. Ferris offers employment opportunities to qualified candidates seeking careers in a student-focused environment that values opportunity, collaboration, diversity and educational excellence. The University actively seeks applications from women, minorities, individuals with disabilities, veterans, and other underrepresented groups. For more information on the University’s Policy on Non-Discrimination, visit: Ferris.edu/Non-Discrimination.

Applicants requiring accommodation or assistance completing an application or participating in the hiring process should contact the Office of Human Resources at (231) 591-2150 or FSUJobs@Ferris.edu.
ABOUT ACADEMIC SEARCH

Academic Search is assisting Ferris State 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. For more information, visit www.academicsearch.org.

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