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THE SEARCH

Baylor University invites nominations and applications for the position of Dean of the Honors College. Located in Waco, Texas, Baylor is a private Christian university and a nationally ranked research institution, which is classified as a Doctoral University with Higher Research Activity by the Carnegie Commission on Higher Education. The University has an international reputation for educational excellence built upon the faculty’s commitment to the integration of Christian faith in their teaching, scholarship, and interdisciplinary research.
Chartered in 1845 by the Republic of Texas through the efforts of Baptist pioneers, Baylor University is the oldest continually operating university in Texas. With 12 nationally recognized academic divisions, Baylor students study a broad range of degrees. Baylor’s 1,000-acre campus is located on the Brazos River, which flows through the heart of the vibrant Waco metro area with its population of over 245,000. Baylor students, faculty, and staff annually volunteer more than 150,000 hours of community service locally. Baylor is accredited by the Southern Association of Colleges and Schools Commission on Colleges.

Baylor houses over 18,000 students, split between roughly 14,500 undergraduates and 4,000 graduate and professional students. The overall student population at Baylor is highly accomplished: 44 percent of entering freshmen with high school class ranking were in the top 10 percent of their high school graduating classes with a mean SAT score of 1293 on the redesigned SAT and mean ACT score of 28.8. Baylor is in the Top 7 percent in the National Merit Scholars program and is one of the select 10 percent of U.S. colleges and universities with a Phi Beta Kappa chapter. The Honors College enrollment is 1,375 and for the Fall 2018 entering students the mean SAT was 1374 and the mean ACT was 31.7.

Baylor’s student population is also diverse, with 38 percent of the incoming freshman class composed of minority students. While 65 percent of students originate from Texas, Baylor students come from all 50 states and 91 countries. Baylor’s residential campus culture is strong, with 39 percent of students living on campus. Baylor alumni include missionaries and pastors, heads of Fortune 500 companies, governors of Texas, and professional athletes. Over 81,000 Baylor alumni reside in Texas.
Mission
Baylor’s mission is to educate men and women for worldwide leadership and service by integrating academic excellence and Christian commitment within a caring community.

Vision
Baylor’s vision, Pro Futuris, was adopted in 2012, and serves as a compass for the University’s future and provides principal direction defined by five aspirational statements focused on transformational education, compelling scholarship, informed engagement, committed constituents, and judicious stewardship. The aspirations illuminate a future filled with promise for promoting human flourishing and offering hope to the world.

As Baylor strives to prepare students to make a difference in the world as citizens and leaders who have the faith and integrity to do what is right in the face of competing pressures and to have a passion to apply their knowledge to ends that transcend mere self-interest, Pro Futuris calls Baylor to be a place where academic excellence and life-changing experiences ignite leadership potential that increases students’ desire for wisdom, understanding of calling, and preparation for service in a diverse and interconnected global society.

Pro Futuris calls Baylor to be a place where research discoveries illuminate solutions to significant challenges confronting the world and where creative endeavors reflect the breadth of God’s creation.

Pro Futuris calls Baylor to be a place where Christian faith, in conjunction with expertise and resources, inspires a desire to address systemic problems facing the institution’s community, both local and global, and renews the campus community’s dedication to improvement of self and service to others.

Strategic Academic Plan: Illuminate
The second phase of the vision articulated in Pro Futuris, is represented by the University’s Academic Strategic Plan, Illuminate, which spans 2018–2022. It carries forward the vision’s spirit while providing emphasis to several of its key components, establishing detailed goals with outcomes that will enable Baylor to realize its full potential as a preeminent Christian research university by building on the University’s historic strengths and strategically investing in new areas of research and service.

Illuminate builds upon four pillars that have shaped the institution throughout its history:

Christian Environment: Baylor’s Baptist founders sought to establish an institution of higher learning that would “meet the needs of all ages to
come." The University is devoted to the pursuit of academic excellence animated by Christian faith.

**Transformational Education:** Baylor undergraduates receive an education that develops their leadership potential, explores their faith and beliefs, increases their desire for wisdom, and prepares them for service in a diverse and interconnected global society.

**Research and Scholarship:** Baylor aspires to transform lives around the world through groundbreaking research and evidence-based, capacity-building partnerships that address critical issues and create a foundation for future discoveries.

**Arts and Athletics:** The pursuit of nationally recognized programs in human performance finds unique pathways through the arts and athletics at Baylor by serving as entry points to the life of the University for community members, alumni, and students.

_Illuminate_ calls Baylor faculty to engage in multidisciplinary, signature academic initiatives and to contribute as mentors to undergraduates and graduate students through high-impact learning experiences. These selected signature academic initiatives will position Baylor for leadership in fields of national importance. By strengthening scholarship, deepening learning, and improving teaching, these initiatives will support the University’s commitment to excellence in undergraduate education and growth in graduate education.

Five areas of focus have been identified in _Illuminate_ — Health, Data Sciences, Materials Science, Human Flourishing, Leadership, and Ethics, and Baylor in Latin America. These initiatives will enable the creation of centers of research excellence through multidisciplinary scholarship and collaboration with faculty appointments from departments, schools, and external partners. These interdependent initiatives will connect with one another through faculty partnerships, calls for research, and provision of funding.

**Core Convictions**

The University’s goal is intellectual activity that springs from disciplined habits of the heart and inspires action on behalf of the world. Baylor is one of a small group of institutions representing the free church tradition of Christianity. Among these, Baylor stands out for its achievements, academic and religious, and continues to move forward with distinction. The institution’s core convictions are to:

- Encourage the integration of Christian faith and the intellectual life;
- Support, encourage, and expect excellence in all undertakings;
- Provide a unique place for learning and the building of community;
- Equip individuals to understand life as a divine calling and thus serve society and the world in the name of our Lord Jesus Christ;
- Promote the health of mind, body, and spirit as these are understood in the Christian tradition and by the best of modern physical and psychological science;
- Strive to illuminate and enrich human experience by the word of God and the best of human science and culture;
- Encourage the understanding and care of the natural world as a matter of Christian stewardship;
- Facilitate the discovery of new knowledge to the glory of God and the betterment of humanity;
- Extend the campus in time and space to embrace the entire community in relationships of caring and mutual benefit; and
- Anticipate and respond to change in higher education and the world.
Baylor contains a growing academic enterprise that unites educational excellence, leadership, and research discovery. With dedicated professors and a commitment to Christian values, students are provided with the tools to lead, serve, and succeed in their future through 128 undergraduate degree programs, 77 master’s programs, 46 doctoral programs, a juris doctor, and 2 education specialist programs. Baylor students interact with outstanding faculty from their first day on campus in an environment with a 14 to 1 student to faculty ratio and average undergraduate class size of 26.

At Baylor, students discover how to think critically, analyze to reach informed conclusions, and contribute to their academic disciplines through high-impact learning practices. Students are prepared for excellence, discovery, and achievement in their professional careers. In 2016, 86.5% of students found a job or started graduate school within 90 days of graduation.

**Academic Units**

In addition to the Honors College, Academic Affairs at Baylor includes the following academic units:

The [College of Arts & Sciences](#) is Baylor University’s oldest and largest academic division, consisting of 25 academic departments and seven academic centers and institutes. The more than 5,000 courses taught in the College are the foundation upon which all Baylor students’ educational experiences build, and span disciplines from the arts and humanities to the social and natural sciences. The College offers outstanding master’s and doctoral programs, many of them nationally ranked, across all Arts & Sciences disciplines.

The [Diana R. Garland School of Social Work](#) is a unique educational setting for future social workers with campuses in Waco and Houston. The School prepares social workers to serve in a wide range of public and private settings,
from schools and hospitals, to prisons and foundations, with a diverse group of human service organizations in between. One of the competencies students develop is the ethical integration of faith and social work practice, preparing them to serve in congregations and other faith-based organizations.

The Truett Seminary equips students with both knowledge and experience to pursue God’s call to ministry. Students work in mentoring relationships alongside pastors, international missionaries, and leaders of faith-based entities to gain a unique understanding of life in ministry and insight into the day-to-day operations of churches and organizations. Truett graduates are academically prepared and spiritually equipped to lead and to serve the Church and a world in need.

The Graduate School serves students in over a hundred programs across the humanities, arts, and sciences with resources designed to holistically support their academic and professional development.

The Hankamer School of Business’s top-ranked programs combine rigorous classroom learning, hands-on experience in the real world, a solid foundation in ethical values, and a global outlook. Undergraduate students choose from 16 major areas of study and graduate students choose from full-time, executive, or online MBA; other specialized master’s programs; or a PhD in Information Systems, Entrepreneurship, or Health Services Research.

Baylor Law’s top-ranked, rigorous program equips students with the advocacy skills, problem-solving techniques, and practical, hands-on lawyering skills and character development necessary for success in the profession and in life. Baylor Law is by choice one of the smallest law schools in the nation, combining theory with practice throughout the curriculum and cultivating a commitment to service and responsibility in the community.

University Libraries lead as an innovative research library system that undergirds scholarship, fosters teaching and learning, and builds communities. The libraries partner with researchers to create innovative solutions that enhance research and teaching; combine expertise and resources within dynamic spaces to produce collaborations that create new knowledge; provide digital, print, archival, human, and other resources that empower research and teaching; and develop partnerships that establish learning communities.

The Louise Herrington School of Nursing prepares baccalaureate and graduate level nurses for professional practice, health care leadership, and worldwide service. Christian faith is at the very heart of the School’s nursing theory and practice. Located in Dallas, the School offers Bachelor of Science in Nursing degrees through traditional and accelerated programs, a Master of Science in Nursing Leadership and Innovation program, and two Doctor of Nursing Practice programs, including one with an Executive Nurse Leadership focus.

The Robbins College of Health and Human Sciences draws upon Baylor’s Christian mission and both innovation and tradition to prepare scholars and leaders who can translate theory
into practice through translational research and advance knowledge of health, human behavior, and quality of life. The College is formed of the following academic units – Communication Sciences and Disorders, Family and Consumer Sciences, Health, Human Performance and Recreation, the Department of Public Health, and the Division of Health Professions.

The School of Education prepares educators for leadership in a changing world, offering degrees at every level, including undergraduate teacher preparation leading to certification, professional master’s and doctoral programs for K-12, and higher education leadership and research-intensive PhD programs.

The School of Engineering and Computer Science provides a superior education through instruction, scholarship, and service that prepares graduates for professional practice and responsible leadership with a Christian worldview. The School offers seven bachelor’s degrees across five areas of study, five master’s degrees, and three doctoral degrees in addition to a joint M.B.A./M.E. program.

The School of Music is large enough to offer comprehensive degree programs leading to bachelor’s and master’s degrees in education, performance, and academic areas of music, as well as doctoral programs in church music, yet small enough to devote individual attention to each student.

**POINTS OF PRIDE**

- Baylor Law graduates in 2018 ranked #1 among the 203 ABA-accredited law schools in the nation in first-time bar exam pass rate. In 2019, Baylor Law ranked #2 in Trial Advocacy in the nation in *U.S. News & World Report*.
- The Baylor Research and Innovation Collaborative (BRIC) develops, promotes, and markets new science and engineering technologies and provides graduate research space for the School of Engineering and Computer Science.
- The Princeton Review ranks Baylor’s Entrepreneurship program the 6th Best in the country with high marks for the number of start-ups launched by grads in the program.
- Baylor consistently ranks in the top 100 national doctoral-granting universities in “America’s Best Colleges” by *U.S. News & World Report*.
- Graduate programs in law, business, health disciplines, the sciences, and education were nationally ranked in the 2016 “America’s Best Graduate Schools” by *U.S. News & World Report*.
- The Howard Hughes Medical Institute has chosen Baylor to join the Science Education Alliance, which engages Baylor students in scientific discovery on a national scale.
- The Diana R. Garland School of Social Work is a co-sponsor of the Texas Hunger Initiative, a cooperative effort to alleviate hunger in the state.
- *The Chronicle of Higher Education* cites Baylor in 11 categories in its “Great Colleges to Work For” survey.
- Baylor is one of only 44 colleges and universities in the U.S. named a “Best Buy” by *The Fiske Guide to Colleges*. 

**ACADEMICS (cont.)**
ATHLETICS

Baylor is a member of the NCAA Division I’s Big 12 Conference with 19 varsity sports. Baylor has finished either first or second among Big 12 institutions in Graduation Success Rate score six times in the last eight years. Numerous Baylor varsity sports have won NCAA national championships, including women’s basketball in 2005, 2012 and 2019, and men’s tennis in 2004. Baylor has produced four Olympic gold medalists with 10 gold medals won.

THE HONORS COLLEGE

The Baylor University Honors College strives to educate students with a view toward loving truth, kindling faith, cultivating virtue in friendship, study, and service to Christ and neighbor, with the breadth of understanding gained through a rigorous and holistic education.

Interdisciplinary learning aims to expand students’ intellectual horizons and help them to see specific branches of study in relation to one another and to the whole of human inquiry. The Honors College is committed to cultivating students as whole persons, integrating a university education with Christian life, and is committed to providing its students with outstanding opportunities for research in their chosen fields. Professors who are distinguished scholars in the humanities, the social sciences, and the physical sciences engage students in a rich liberal arts education and mentor and guide students in their high-level research. Members of the College learn, grow, and challenge one another through study and conversation. The Honors College community takes inspiration from the College’s motto, drawn from St. Anselm’s words, *Fides quaerens intellectum* ("Faith seeking understanding").

The Honors College brings together four innovative interdisciplinary undergraduate programs: the University Scholars and Great Texts majors, the Honors Program, and the Baylor Interdisciplinary Core. The four programs share a commitment to address the difficult questions that often fall between the cracks of specialized disciplines. They also encourage students to grow in habits of mind – e.g., intellectual virtues such as humility and wonder – that help all better pursue knowledge and truth.

- The **Honors Program** offers smaller, distinctive classes and encourages an in-depth approach to learning with close faculty contact. The hallmark of the program is a thesis completed in collaboration with a faculty member toward the end of each student’s degree.
- The **University Scholars** major allows students to create an individualized curriculum with the support of a faculty advisor, concentrating in two or more academic disciplines to prepare them for their post-baccalaureate goals. All students are members of the Honors Program and complete a thesis. University Scholars is the most selective undergraduate major.
at Baylor, built on the study of the Liberal Arts & Sciences. University Scholar students represent approximately 2 percent of Baylor’s incoming class and often include National Merit Finalists.

- The **Baylor Interdisciplinary Core** offers an interdisciplinary focus that allows students to explore the interrelationship of the humanities, social sciences, and physical sciences through an alternate core curriculum that offers small, seminar-style classes with an integrated and global approach to learning. Students are part of a cohort for the first two years in which classes are team-taught by professors across disciplines.

- **Great Texts** offers both a major and a minor that give students practical skills through life-changing encounters with foundational works of literature, theology, and philosophy in small, seminar-style classes. The curriculum also includes the study of the fine arts and the history and philosophy of science, with a flexibility that allows ample time to pursue optional pre-professional tracks.

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**Programs and Majors**

Each Baylor University degree includes three parts: a core, a major, and supplementary opportunities. The four distinct Honors College programs fit into these different aspects of the Baylor experience in the following ways: University Scholars and Great Texts (majors); the Baylor Interdisciplinary Core (general education/core); and the Honors Program (supplementary opportunity).

**The Honors Residential College**

The **Honors Residential College** is a multi-year community that fosters intellectual, moral, and spiritual formation through friendship, integrated study, community service, and spiritual engagement. The HRC is home to 330 Baylor students enrolled in one of the Honors College majors or programs and is located in Alexander and Memorial Halls.
The next Dean of the Honors College will champion undergraduate education. The Dean will lead a unique array of programs that emphasize interdisciplinary perspectives, global literatures, the exploration of primary texts, and spiritually informed moral and ethical development. The Dean's leadership responsibilities also will extend to student research opportunities and residential learning communities. The Dean will work collaboratively with faculty, staff, students, and administrators to develop a vision for the College that aligns with the University’s strategic goals to become a preeminent Christian research university. The Dean will also work to develop new opportunities for Honors College students in partnership with the Council of Deans.

The Dean of the Honors College must hold a terminal degree and qualify for tenure in one of Baylor’s academic units. The candidate also must possess a significant and progressive record of higher education leadership appropriate for this role or possess comparable leadership experience. The Dean must provide curricular and budgetary leadership; have experience in undergraduate-focused, high-impact learning practices; value a faith-based, Christian education; display a demonstrated commitment to equity and diversity; and support opportunities for undergraduate research and global engagement.
Applications should consist of a cover letter, a curriculum vitae, and a list of five professional references with full contact information. No references will be contacted without the explicit permission of the candidate. Applications, nominations, and expressions of interest can be submitted in confidence to: BaylorHonorsDean@academicsearch.org. Best consideration will be given to applications received by January 23, 2020.

Confidential discussions about this opportunity may be arranged by contacting Ann Die Hasselmo at Ann.Hasselmo@academicsearch.org, Chris Butler at Chris.Butler@academicsearch.org, or Jennifer Kookan at Jennifer.Kookan@academicsearch.org, consultants with Academic Search based in Washington, D.C.
About Academic Search

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