



**THE POSITION:** DEAN OF THE SCHOOL OF ENGINEERING AND COMPUTER SCIENCE

**THE ORGANIZATION:** BAYLOR UNIVERSITY

Baylor University seeks an outstanding candidate for the position of Dean of the School of Engineering and Computer Science. Reporting directly to the Executive Vice President and Provost, the Dean is the senior academic and administrative officer for the School of Engineering and is responsible for setting strategic, operational and financial directions. The Dean has curricular, budgetary and personnel responsibilities for the academic departments, and has responsibility for sharpening the School's focus, cultivating areas of excellence, providing leadership in fundraising, and strengthening ties with other distinguished research centers, government laboratories, and industry.

The Carnegie Foundation classifies Baylor as a research university with the status of "High Research Activity." In 2009, Baylor entered into a partnership with state, county and city governments and other educational institutions in the Central Texas area to create the Central Texas Technology and Research Park. The first unit in the project is the Baylor Research and Innovation Collaborative (BRIC). The School of Engineering and Computer Science will be the lead academic unit in the BRIC's research operation through its graduate programs and externally funded research in Electrical and Computer Engineering, Mechanical Engineering and Computer Science.

The School of Engineering and Computer Science has experienced significant growth in both its graduate and undergraduate programs over the past six years. Currently there are over 800 undergraduate and 70 graduate students enrolled in various degree programs. Undergraduate degree programs in engineering and computer science are accredited by the Accreditation Board for Engineering and Technology. Baylor's engineering programs have been ranked nationally in the top twenty for their specific categories by *U.S. News & World Report*.

Baylor engineering and computer science graduates are highly recruited. The alumni have distinguished themselves within many high-tech and high-profile companies, including Raytheon, Dell, Accenture Consulting, Ernst & Young, Westinghouse, Compaq, General Electric, Northrop Grumman, Shell, Chrysler, Lockheed, Federal Express, AT&T, Texas Instruments, Unisys, Trane, Southwestern Bell, Exxon/Mobil, Texas Utilities, Motorola, and many others.

**CAMPUS SETTING:**

Organized by Baptist pioneers and chartered in 1845 by the Republic of Texas, Baylor began its operation in Independence, Texas and subsequently moved to Waco, Texas. Baylor University is the oldest continually operating institution of higher learning in Texas. True to its Baptist tradition of open and free inquiry, the University strives for excellence in teaching and research, in scholarship and publication, and in service to the community, both local and global.

With approximately 12,400 undergraduates and 2,450 graduate students, representing all 50 states and more than 80 foreign countries, Baylor offers 151 undergraduate degrees, 76 master's programs, and 31 doctoral programs. Graduate programs in law, business, biological sciences and health disciplines are nationally ranked in the 'America's Best Graduate Schools' by *U.S.News*. Its 12 schools and colleges attract a high percentage of freshmen graduating in the top 25% of their high school classes. Minority enrollment has risen steadily since 2002 and currently stands at 35% of the incoming freshman class.

Baylor offers a dynamic and invigorating campus life. From concerts to Big 12 athletics, the Baylor campus is alive with students throughout the year. Located in Waco Texas, a community of 220,000 in McLennan County, the city offers the University community big city advantages, without big city hassles. Waco is located on the dynamic north/south I-35 corridor with the Dallas-Ft. Worth metroplex located 100 miles to the north and the state capital, Austin 100 miles to the south.

### **GOVERNANCE:**

Kenneth Winston Starr, J.D., became the 14th president of Baylor University on June 1, 2010. Under President Starr's leadership, the University continues to build academic excellence and its rightful place among America's great research universities. Baylor is governed by a self-perpetuating, 21 member Board of Regents.

### **POSITION AND RESPONSIBILITIES:**

The position of Dean of the School of Engineering reports to the Executive Vice President and Provost, provides academic and administrative leadership of the college, and works closely with the other academic deans. The dean is responsible for fiscal and personnel management, strategic planning, resource development and advancement, and encouraging diversity and educational equity in the School of Engineering.

The dean is expected to provide visionary leadership to promote and foster research and scholarship in an institution committed to teaching. The dean is required to recruit and retain excellent faculty and staff, enhance student success, strengthen graduate programs--with particular emphasis on doctoral programs--and elevate research activity.

### **QUALIFICATIONS:**

Minimum qualifications include an appropriate Ph.D. in engineering or computer science or equivalent terminal degree, significant experience in academic leadership, and a record of substantive professional accomplishments including a track-record of multi-agency supported research programs. It is preferred that the selected candidate possess a teaching and research record commensurate with the rank of full professor as well as strong credentials in managing academic programs. In addition, it is desired that the applicant demonstrate strong innovative and entrepreneurial leadership, experience with interdisciplinary research programs as well as collaborative, interpersonal, and proven resource development skills. Demonstrated commitment to and success in achieving faculty, staff and student diversity are required.

#### **Desired Qualifications:**

- An outstanding record of funded research and teaching that merits the rank of professor with tenure;

- Demonstrated potential to secure substantial philanthropic gifts;
- Experience in academic administration, budget management, personnel management and strategic planning;
- Administrative expertise (including budget and facilities oversight) in a sizeable organization with diverse stakeholders, ideally as a department chair, assistant dean, associate dean, or dean;
- Demonstrated leadership (with a commitment to diversity and gender equity) in recruiting, developing, and retaining faculty and staff to advance the vision of the University;
- An ability to create a collaborative working environment and build effectively functioning teams;
- Demonstrated Christian faith;
- Integrity and ethical qualities of the highest standards;
- Ability to lead through shared decision-making;
- Evidence of developing successful collaborations and building collegial relations among faculty, students, staff, and administration;
- Excellent interpersonal skills and oral and written communications skills

## **HOW TO APPLY**

Greenwood/Asher & Associates, Inc. is assisting the search committee in the search. Initial screening of applications will begin immediately and continue until an appointment is made. For best consideration, materials should be provided by October 14, 2011. Nominations should include the name, position, address, and telephone number of the nominee. Application materials should include a letter addressing how the candidate's experiences match the position requirements, a resume and contact information for at least five references. Submission of materials as MS Word attachments is strongly encouraged.

Confidential inquiries, nominations, and application materials should be directed to:

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For more information about Baylor University, please visit the web site at  
<http://www.baylor.edu/> or <http://www.ecs.baylor.edu/>

*Baylor is a Baptist university affiliated with the Baptist General Convention of Texas. As an Affirmative Action/Equal Employment Opportunity employer, Baylor encourages minorities, women, veterans, and persons with disabilities to apply.*

