



Dean, College of Letters, Arts and Sciences

MSU Denver is seeking a dynamic, innovative, and purpose-driven leader to be the next Dean of the College of Letters, Arts, and Sciences (CLAS). The next dean will lead a large and diverse college that is driven by the mission of advancing knowledge of and appreciation for the arts, sciences, and humanities, ensuring that students graduate with the skills, knowledge, and to be effective and contributing members of society.

As the largest college at MSU Denver, CLAS offers undergraduate degrees in the fine and performing arts, humanities, social sciences, mathematics and the natural sciences. Today, CLAS is comprised of 19 departments and 1 institute, awarding 36 majors, 43 minors, and 14 certificates. In addition, CLAS provides support for students interested in designing their own degree programs through the Center for Individualized Learning.

Building upon the traditions of the Academy, the community, and the faculty, CLAS offers a broad variety of curricula which comprise a liberal education in the traditional sense. Its focus is on educating students to think critically as individuals and as citizens of the local community, nation, and world. General Studies course offerings provide the basic knowledge and skills necessary for all degree-seeking students in the university. Fine and performing arts programs offer cultural enrichment to the campus and the community. The teaching and learning environment fosters lifelong learning, an appreciation and respect for others, responsible citizenship, and career development.

Within the traditions of the arts, sciences, social sciences, and humanities, lies a history of imagination, inspiration and discovery by which faculty offer degree programs leading to post graduate work and careers in the public and private sectors. The College's resources support teaching by encouraging the teacher/scholar model in faculty, and by offering high quality support staff and services which assist students in identifying and meeting their educational goals.

The College responds to the educational needs of a diverse urban population with flexible scheduling, a curriculum meeting established academic standards of rigor, currency and application. The College also extends the college service mission through faculty research and study, student internships, partnerships, mutual grant projects, Centers, Institutes, and collaborations with public schools, business, industry, government, and non-profit organizations.

MSU Denver

Established in 1965, MSU Denver was founded to serve students who were underrepresented in higher education whose life paths and experiences did not fit the traditional mold. Fifty-five years later, the University continues to serve more than 19,000 of Colorado's extraordinary and diverse students, providing them with the foundation on which to build their unique American dream.

As the third largest institution of higher education in Colorado and the only one with an open access mission, MSU Denver is a model university for today's college students. As a Hispanic Serving Institution, the University serves the most diverse undergraduate student population in the state, as well as the most first-generation students and Deferred Action for Childhood Arrivals students. Nearly 80% of MSU Denver students work while going to school and the University is focused on making sure they have the well-rounded educational experience and wraparound services they need to excel.

Metropolitan State University of Denver is a unique, access-oriented campus community that values diversity, equity, and inclusion in all its forms. Our student population consists of nearly 50% first generation students and over 45% students of color.

We create an equitable learning and working environment in concert with individuals who consistently demonstrate commitment to equity and inclusion. We greatly value the diverse identities and perspectives of our students, faculty, and staff and recognize that in order to achieve a just and equitable society, diversity must go beyond simple representation. It requires critical inquiry and dialogue and a commitment to action. We strive to provide a culture of belonging for all community members to achieve personal and professional success.

Real-World Learning for Today's Students

MSU Denver is dedicated to meeting students where they are and launching them to where they want to go – with robust in-person, hybrid and online offerings in bachelor's and master's degree programs that prepare students to connect to careers, prepare for the future, and serve their communities.

The University is known for its real-world education, balancing technical skills honed through tangible practice along with essential skills developed through the arts and humanities.

Student-Centered Academic Excellence

MSU Denver prides itself on a richly talented faculty comprised of teacher-scholars who are highly dedicated and empowered to support diverse students in growing as scholars, becoming leaders in their fields, and succeeding in their personal, professional, and civic lives.

Student Access and Achievement

MSU Denver attracts, develops and graduates tenacious students who realize their goals and craft their futures. Regardless of where they have been, we meet them where they are and launch them to where they want to go. Through affordable, flexible, and holistic education, MSU Denver helps students build essential skills grounded in a multicultural and global perspective that lead to undergraduate and graduate degrees, followed by career and life success.

Diversity, Equity and Inclusion

MSU Denver embodies diversity in all its rich representations and expressions. It is who we are. We commit ourselves to justice that provides a foundation for equity and inclusion. We mend internal and external inequities through the cultivation of a vibrant, healthy community.

Civic and Economic Catalyst

MSU Denver activates the talents and passions of its students, alumni, faculty, and staff. As an Anchor Institution with a vibrant campus in the heart of downtown Denver, the University serves as a civic, economic, and talent-rich catalyst to meet the opportunities and challenges facing Colorado and its diverse communities. As an in-demand partner for employers across the city and state, the University develops workforce pipelines, puts on events and advocates for shared priorities. Most of our students come from and return to communities in Colorado.

The Opportunity

The Dean of the College of Letters, Arts and Sciences will effectively utilize and leverage their experiences, knowledge and expertise to build upon the College's mission and strategically launch it forward with an inclusive and equitable lens, and with a keen understanding of today's social climate. The Dean oversees the overall operation of the College and will manage the professional activities of the faculty and staff, as well as provide academic leadership in creating an inclusive and equitable vision for a dynamic and entrepreneurial 21st century College. The new Dean will encourage and enhance the success of all students including (but not limited to) students of color, LBGTQIA students, students from low-income backgrounds, first-generation students, students with disabilities, undocumented students, non-traditional students, student veterans, active military, and English-language learners.

The new Dean will oversee the following departments: Africana Studies, Art, Biology, Chemistry and Biochemistry, Chicana/o Studies, Communication Studies, Earth and Atmospheric Sciences, English, Gender Institute for Teaching and Advocacy, History, Mathematics, Modern Languages, Music, Philosophy, Physics, Political Science, Psychological Sciences, Sociology, Anthropology, and Theater & Dance.

The Dean's responsibilities include:

- Serving as the chief administrative and academic officer for all areas in the College.
- Representing the College and providing leadership in University-level planning, research and evaluation conversations and committees.
- Expanding and enhancing the College's presence in the larger community via outreach, partnerships and recruiting activities.
- Growing graduate programs and expanding online programming.
- Serving as a leader in local, state, and national venues and advocating for the College's interests and strategic goals.
- Participating actively in community meetings and other relevant statewide organizations and committees.
- Collaborating with Advancement and other personnel involved with fundraising (public and private grant writing, individual donors, corporations and foundations) to strategically develop resources for the college.
- Managing budgets and all resources responsibly and efficiently.
- Providing academic leadership in creating a vision for a dynamic College of Letters Arts and Sciences ensuring that curricula and degree programs, both undergraduate and graduate, are innovative and promote currency in their fields.
- Establishing and maintaining high academic standards that lead to the College's sustained growth.

- Facilitating the development of and research on innovative programs and curricula.
- Providing strategic leadership to each of the department's program reviews and accreditation.
- Serving as a direct liaison with relevant academic departments and administrative offices to advance the scholarship of teaching and learning and program development.
- Serving as part of the Provost's senior management team.
- Providing leadership in recruiting and developing a quality faculty dedicated to teaching, scholarly activity, and service.
- Conducting performance reviews and evaluations for faculty and staff (annual, tenure, promotion, and post-tenure review as appropriate).
- Recommending faculty appointments, rank and salary to the Provost.
- Monitoring faculty and staff qualifications for employment and assignments, standards for the improvements of advisement, instruction and supervision, teaching loads, and faculty evaluation.
- Encouraging, supporting, and enhancing faculty and staff professional development.

Required Qualifications

- A PhD or equivalent terminal degree in an academic discipline from an accredited institution of higher education.
- A record as an accomplished administrator with progressively responsible academic administration positions in higher education.
- A record of accomplishment that would meet the Departmental standards for tenure in the candidate's discipline. Departmental standards for tenure can be found [here](#).

Preferred Qualifications

- A PhD or equivalent terminal degree in an academic discipline from the college.
- Previously tenured at a regionally accredited, baccalaureate-granting institution of higher education.
- Previous experience managing and defining budgets.
- Success in community partnerships leading to fundraising, public-private partnerships, and grant writing in the public and/or private sphere.
- Previous experience working with state legislators.
- Experience in urban higher education as found in a large non-residential campus.
- Experience interpreting data and using data analytics software to guide decisions.
- Record of successful development, leadership, and stewardship of an external advisory council or board.
- Experience managing faculty and staff in higher education.
- Demonstrated commitment to shared governance and a history of collaborative, inclusive, consultative, and transparent decision-making, including communicating difficult decisions respectfully.
- A record of commitment, advocacy and success in advancing diversity, equity, and inclusion (e.g., recruitment and retention of diverse faculty and staff; infusion of diversity and inclusive teaching practices into the curriculum; promotion of a work environment that is inclusive and collegial for all faculty, staff and students) with a commitment to creating an inclusive environment and closing equity gaps for underrepresented populations.
- Demonstrated success in recruiting and advancing faculty and staff from diverse and

multicultural backgrounds.

- A demonstrated record of commitment to supporting faculty research, grant proposals, professional development, and excellence in equity-minded teaching.
- A history of innovation in developing and supporting academic programs that support student success goals.
- Demonstrated ability to create and support an active, student-centered learning environment.
- A track record of academic transformation and knowledge of online teaching strategies.
- Knowledge of programs that focus on the improvement of retention and graduation rates of all MSU Denver students.
- Demonstrated ability to integrate wrap-around student support services and career preparation effectively with academic program delivery to achieve student success.
- Knowledge of practices to promote student enrollment.
- Demonstrated dedication to undergraduate teaching and learning and the mission of a public, comprehensive, regional university.

Application Process

The Search Committee will begin reviewing applications immediately and will continue to accept applications and nominations until the position is filled. Applicants must submit: a current resume or curriculum vitae and a cover letter describing relevant experience and interest in the position. Nomination letters should include the name, position, address, and telephone number of the nominee. All applications and nominations will be handled in confidence. All applications must be submitted via our career site [msudenverjobs.com](http://www.msudenverjobs.com)

<http://www.msudenverjobs.com/postings/14489>

Contact Information

Please reach out to Angela Bender or Araceli Cortez with questions regarding the search and application process.

Angela Bender / 303-605-5320 / abender6@msudenver.edu

Araceli Cortez / 303-605-5840 / acortez7@msudenver.edu

Diversity, Equity and Inclusion Statement

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