



Dean, College of Sciences Position Profile

The University of Texas at San Antonio (UTSA) invites nominations, expressions of interest, and applications for the position of Dean, College of Sciences.

Under the leadership of President Dr. Taylor Eighmy and Provost and Vice President for Academic Affairs Dr. Kimberly Espy, the campus has developed a bold and ambitious vision for UTSA's future and its pursuit of excellence as an urban-serving, Hispanic-thriving discovery enterprise (<https://www.utsa.edu/strategicplan/>). The University seeks a dynamic and entrepreneurial leader and scholar who will build upon the COS' existing strengths to further advance the University's progress toward these goals.

President Taylor Eighmy

Appointed in 2017, Dr. Taylor Eighmy is the 6th president of The University of Texas at San Antonio. Dr. Eighmy serves as a strong advocate for urban-serving public higher education and is passionate about UTSA's role in developing San Antonio's knowledge economy. President Eighmy brings a strong track record of advancing top research universities through strategic government collaborations, public-private partnerships and community engagement. His experiences as an administrative leader, researcher, inventor and professor have influenced his perspective as a champion of student success, particularly regarding the impact of experiential learning and undergraduate research programs. President Eighmy has recently unveiled a vision to make UTSA San Antonio's university of the future and an institution that produces graduates who can tackle today's challenges.

Provost Kimberly Espy

Dr. Kimberly Andrews Espy has served as the Provost and Vice President for Academic Affairs at UTSA since June of 2018. With nearly 25 years of experience in higher education, Dr. Espy has earned a national reputation for helping institutions achieve transformative results in academic and student success, faculty and staff development and university-community collaborations. As UTSA's chief academic officer, she oversees nine colleges, the Graduate School, international programs, extended education, libraries, and the Institute for Texan Cultures, in addition to other offices that support faculty and advance institutional success.

The University of Texas at San Antonio

As the third largest of nine academic universities and six health institutions within The University of Texas System, UTSA is a leading public Hispanic and urban-serving university specializing in health, cybersecurity, energy sustainability, and human and social development. With nearly 30,000 students supported by 1,350 faculty and 5,050 staff and student employees, both benefits- and non-benefits eligible, it is the largest university in the San Antonio metropolitan region. As a Hispanic Serving Institution (HSI) of learning and discovery, UTSA embraces multicultural traditions and is highly focused on student success and meeting the educational needs of many 1st generation, transfer, DACA, Veteran and international students. UTSA prides itself on its diverse student population. More than 60% of UTSA students are from underrepresented groups. Nearly half (45%) of UTSA undergraduates will be the first in their

family to earn a bachelor's degree. Additionally, transfer students comprise about 38% of UTSA's total undergraduate population. Further enhancing an already diverse student population is UTSA's military community, which makes up approximately 13% of total students. This includes active duty military members, veterans, reserves/guard, and their spouses and dependents.

UTSA is comprised of three campuses—

- **Main Campus** – The 600-acre Main Campus is the hub of UTSA and home to students nearly every hour of the day and night. It includes the College of Business, College of Engineering, Honors College, College of Liberal and Fine Arts, College of Sciences, University College and part of the College of Education and Human Development. It is also home to the Student Union, the Convocation Center, more than 350 student organizations, residence halls, and two libraries. The adjoining Park West Athletics Complex sits on 125 acres near the Main Campus and features a soccer stadium and a track and field complex.
- **Downtown Campus** – The Downtown Campus, located in the heart of San Antonio's business, social and cultural scenes, offers undergraduate and graduate degree programs in the College of Architecture, Construction and Planning, the College of Public Policy and the College of Education and Human Development. More than one-third of UTSA's graduate students take classes at the Downtown Campus. Many of the university's community outreach programs and extended education offerings are located at this urban campus, which serves as a convenient location for community-wide events.
- **Hemisfair Campus** – The Hemisfair Campus is home to the UTSA Institute of Texan Cultures. The institute produces exhibits, programs and events that examine and celebrate culture in Texas. It also facilitates field trips, teacher training and curriculum development. As a Smithsonian Affiliate, the institute hosts exclusive artifacts and educational programs from the Smithsonian Institution for the benefit of the people of Texas.

UTSA advances knowledge through research and discovery, teaching and learning, community engagement and public service. It serves as a center for intellectual and creative resources as well as a catalyst for socioeconomic development and the commercialization of intellectual property—for Texas, the nation and the world. As part of President Taylor Eighmy's vision to make UTSA San Antonio's university of the future, the university is defining and executing strategies leading to National Research University Fund (NRUF) eligibility and an R1 (highest research activity) classification from the Carnegie Commission.

UTSA is ranked among the top four young universities in the United States and among the top 68 young universities in the world under 50 years old, according to Times Higher Education's prestigious [Young University Rankings](#). UTSA has been recognized as the #1 Hispanic Serving Institution in the nation by Bloomberg, Businessweek, and has the #1 cybersecurity program in the nation according to a survey by Ponemon Institute. Hispanic Network Magazine also includes UTSA amongst its "Best of the Best" rankings of U.S. universities. It is among an elite group of U.S. universities to earn the Carnegie Foundation's Community Engagement Classification. For more information about UTSA, please visit <http://www.utsa.edu/>.

The College of Sciences

The UTSA College of Sciences is dedicated to preparing the next generation of scientists to take their place in the workforce as well-educated, highly trained citizen leaders and to increasing scientific literacy within the community. As the third largest of UTSA's ten colleges, the College has a budget of \$30 million and is home to more than 5,200 undergraduate and graduate students, supported by 139 tenured and tenure-track and 160 non-tenure track faculty and 150 staff, and a community committed to innovation and excellence in the classroom and the laboratory. The College also plays a key role on campus in providing instruction to a large number of students in the first-year sequences and upper division support courses for academic disciplines outside of the COS. The COS is comprised of seven departments that include:

- Biology (<http://utsa.edu/biology/>)
- Chemistry (<http://chemistry.utsa.edu/>)
- Computer Science (<http://cs.utsa.edu/>)
- Environmental Science and Ecology (<http://utsa.edu/ecology/EnvSci/>)
- Geological Sciences (<http://utsa.edu/geosci>)
- Mathematics (<http://math.utsa.edu/>)
- Physics and Astronomy (<http://utsa.edu/physics/>)

The COS also houses [11 research consortia, centers, and institutes](#) that foster interdisciplinary research across the college and University. With approximately \$28 million in annual research expenditures, the COS is the most productive research community at UTSA. Faculty, staff and students in the College of Sciences make significant contributions in many fields, including nanotechnology, brain health, stem cell research, medicinal drugs, infectious diseases and vaccine development, and cybersecurity, where UTSA ranks No. 1 in the nation. In addition, graduate education and nationally and internationally-recognized research programs are important aspects of the College as the COS currently offers five Ph.D. programs and 11 M.S. degrees and several graduate certificate programs. The COS also draws post-doctoral fellows from the international community to study alongside UTSA's world-class researchers. The continued growth and increased effectiveness of both the educational and research components of the COS is vital to the overall development of UTSA. The College will play a key role in UTSA's pursuit of attaining R1 research university status on its journey toward achieving a societal impact like that of the member institutions within the prestigious Association of American Universities (AAU).

In staying true to its strong commitment to community outreach, the COS offers nearly two dozen programs to engage youth in STEM-related topics and careers. Notably, the COS offers a unique program for prospective teachers who are interested in STEM-related areas. The [UTeachSA](#) program develops a pipeline of highly qualified math and science teachers by providing UTSA students with an enriched instructional curriculum to earn their math or science degree along with their teaching credential in four years.

For more information about the COS, please visit <http://www.utsa.edu/sciences/>.

Position Summary

The Dean is the chief academic and administrative officer for the College of Sciences with responsibility for the academic and outreach leadership of the College and management of its resources, including faculty and staff, physical facilities and budget. The Dean has responsibility for managing an administrative team to work cohesively to support the College as a whole and serves as the lead in representing the College on campus and to the outside world, including

alumni, donors, and other external stakeholders. The Dean takes the lead in strategic planning and in solidifying and implementing the vision, mission, and goals for the College.

In their role, the Dean will set the standard of intellectual engagement and accomplishment for the College, provide strategic vision and operational leadership to all aspects of the academic and scholarly programs, promote synergies within the College and university and encourage opportunities for distinctive programmatic innovation. In addition, the Dean will be responsible for:

- Providing academic leadership in planning and developing academic programs and in the implementation of plans and program improvements in the areas of instruction, research, academic advising, and public service;
- Supporting the University's research mission, the Dean will advance the faculty's scholarly activities and encourage and advocate for interdisciplinary opportunities;
- Representing the College to the upper administration, particularly in securing resource support for the College's activities;
- Participating in campus-wide policy development and decision-making through membership on the UTSA Deans' Council;
- Persuasively articulating the vision, mission, goals, and programs of the College to the University community, external stakeholders and the general public;
- Providing leadership to ensure excellence through diversity in undergraduate and graduate programs and faculty recruitment;
- Providing leadership to the faculty in developing, maintaining, and improving high-quality programs of instruction, research, creative activity, outreach, and public service;
- Providing leadership in the area of fundraising and external relations as well as spearheading broader advancement efforts in communications and engagement with external stakeholders.

Opportunities and Challenges

UTSA is a dynamic and rapidly ascending institution and building upon its existing momentum, the future holds significant potential for growth and the opportunity to propel the University into the ranks of the premier urban-serving institutions in the country. The next Dean will join an institution poised to move to the next level of excellence in teaching, research, and community engagement and will provide leadership in several critical areas including but not limited to:

- **Vision / Plans for the Future** – Supported by faculty, staff, and administrators that have created an ambitious campus culture aimed at moving UTSA forward into the future, the Dean must be a creative leader who is willing to take calculated risks on the path toward achieving the strategic goals set forth within UTSA's new strategic plan. The Dean will need to understand and value the balance between pursuing top tier research status while maintaining a high-quality teaching environment and how to best leverage the College and University's assets, energy, and relative youth to their full potential. "A Vision for UTSA" (<https://www.utsa.edu/strategicplan/>) will not only have a tremendous effect on the University's goals for research, education, and community impact—but also on San Antonio and the College itself as it charts its own path for achieving excellence.
- **Advancing Academic and Research Excellence** – UTSA's next Dean of the College of Sciences will inherit an organization that is ready to build upon existing strengths and identify new areas for enhancing College partnerships across the University. The Dean must be committed to communicating across units and disciplines and serving as a

catalyst who will inspire the creation of new interdisciplinary academic, research, and collaborative opportunities. Open avenues of communication between faculty, staff, and administrators will assist the Dean and the COS in capitalizing on existing areas of excellence and distinction, identifying new opportunities for growth, and further elevating the University's stature on the local, national, and international stages.

- **Building New Partnerships** – As an urban-serving institution deeply committed to its local community, UTSA has established and enjoys an extremely positive relationship within the San Antonio community and local region. The next Dean will have the opportunity to take advantage of these inroads and UTSA's exceptional reputation to build new partnerships with industry, not-for-profit, and other external stakeholders. The Dean will be expected to work with the UTSA administration, campus community, and most importantly College faculty, staff, and students to take advantage of current and emerging opportunities.
- **Supporting Student Success** – UTSA is dedicated to and passionate about student success and the next Dean will work diligently to meet needs of COS students in achieving their educational, career, and life goals. In their role, the next Dean will ensure the growth, retention, and successful graduation of COS students while further improving the academic services and resources made available to them. The undergraduate and graduate student experience must be a priority in future program development, including promoting excellence in teaching and undergraduate student access to research.
- **Faculty Development** – UTSA's dedicated faculty is one of its central strengths. They bring energy, innovation, and positive perspectives to the COS and the Dean will play a key role in providing guidance and identifying resources for the further development of faculty, both individually and as a community. Some of the areas identified for further strengthening and enhancement include: teaching and research support, workload, manageable faculty-student ratio, and faculty retention.
- **Developing New Resources** – As the College's strongest advocate, the Dean is expected to engage in fundraising and external relations efforts to secure additional resources to support students, faculty, and programs in addition to elevating the visibility of the College as a whole. The next Dean will have the opportunity to capitalize upon the COS' upward trajectory, reputation, and stature within San Antonio in securing additional externally funded resources that will make further strategic and purposeful growth possible.

Qualifications

UTSA's next Dean will play an important role in the future growth of the COS as well as ensuring the College's support of UTSA's goal of attaining Tier 1 research university status and its dedication to the advancement of knowledge through research and discovery, teaching and learning, community engagement, and public service. The successful candidate will possess a distinguished record of academic service, superior interpersonal and management skills, and in addition will possess:

- an earned doctorate and administrative and/or leadership experience in a research university;
- an outstanding record of scholarly achievement and international reputation in the broader sciences community, commensurate with appointment as full professor in one of the departments in the College;

- a history of providing students with a high-quality educational experience and aggressively addressing issues related to student success;
- a track record of success in fundraising and securing private support from donors;
- experience as a seasoned, decisive leader and diplomat with strong organizational and consensus-building skills, integrity, and the ability to inspire and lead faculty with diverse interests;
- a record of success and ability in recruiting and retaining talented and diverse faculty; a history of inspiring faculty to excel in teaching, research, and creative activities and to reward excellence in these areas;
- the demonstrated ability to build multidisciplinary programs and to create an internationally- focused and outwardly-looking educational environment for students;
- a track-record of employing assessment and accountability measures that will help to guide and enhance strategic planning goals in accordance with UTSA's strategic plan to appropriately track the College and University's national competitiveness;
- well-developed fiscal management experience, both in establishing budgets and implementing them along with a history of data-driven business decisions on balancing the allocation of resources and funding across departments to meet university growth needs; and
- proven people skills and the ability to serve as a highly effective listener and communicator with both academic and non-academic audiences.

Qualities and Characteristics

The Dean of the Sciences will provide critical guidance in the future growth of the College and its work in furthering UTSA ambitious vision of excellence. The successful candidate will possess a distinguished record of leadership, organizational management, and academic service; a dynamic vision for the future of the College; and a demonstrated passion for the College and University's shared mission.

The successful candidate will value collaboration, transparency, and entrepreneurship, and will be a dynamic and energetic leader who embraces the mission of the College and its multidisciplinary and interdisciplinary teaching and research. In addition, successful candidates will possess:

- a demonstrated ability to lead and manage, including management of human and financial resources; the ability to work with faculty to develop a vision and plans for the future in an environment of shared governance; the ability to function well as part of the campus leadership team;
- the ability to serve as an engaging fundraiser and advocate on behalf of COS at the local, national, and international level; the next Dean will be tasked with further developing the College's external relationships to not only increase donations, but stimulate productive partnerships with external constituencies;
- a commitment to fostering and sustaining a culturally diverse academic environment; a demonstrated ability to relate effectively to a wide variety of people of diverse backgrounds, including an understanding and respect for cultural, ethnic, gender, sexuality, and individual differences;
- the ability to think strategically and bring together diverse groups of interests to coalesce in a unified vision;
- the ability to communicate effectively to build and enhance relationships with the staff, community, and various constituent groups;
- a deep commitment to academic excellence, demonstrated ability for creative leadership and management, and the energy and vigor to translate ideas into action;

- the ability to work cooperatively and effectively with other senior University administrators;
- an innovative and entrepreneurial approach to the Dean position in order to serve as a catalyst for new and compelling academic and research initiatives in the College with the potential to expand on existing College strengths;
- an outwardly-perspective with a commitment to develop partnerships and exchange programs with other academic groups in Texas and around the world;
- an enterprising mindset that will capitalize on San Antonio's unique urban environment that promotes engagement and partnership opportunities with community stakeholders;
- a deep resonance with UTSA's commitment to excellence and diversity, to the personal and educational enrichment of its faculty, staff and students, and a passion for the College's role in ensuring student graduation and post-graduate job success; and
- Integrity and high ethical standards.

San Antonio, TX

San Antonio is the 7th largest city in the United States with a thriving economy based on Energy, Bioscience/Healthcare, Aerospace/Aviation, Military, Financial Services, Information Technology and Cyber, and Tourism. It is recognized worldwide as the home of The Alamo and the Riverwalk. The city is celebrating growth and a rich, forward looking culture, and is a place of inclusiveness. In 2018, San Antonio celebrates the 300th anniversary of its founding by Spanish missionaries.

San Antonio provides an environment where professional satisfaction and career achievement are paired with optimal quality of life. It is a city that celebrates its rich heritage yet is progressive in embracing the future. As home to the Southwest Research Institute, an internationally renowned organization with which UTSA has created many collaborations and partnerships, and areas such as the beautiful Pearl and Southtown, revitalized and revamped for urban space, as well as their celebrated historical spaces—San Antonio exemplifies the future for vibrant, urban locales. This is a city that fosters entrepreneurial growth, co-working spaces, and accelerators/incubators – environments that encourage building foundations for business, and a business-friendly economy. San Antonio residents benefit from no state income tax and access to scenic pathways across the city to museums and art galleries, history, culture, performing arts, theme parks, family fun, dining and nightlife, festivals and events, shopping, sports and year-round outdoor lifestyle.

Application and Nomination Process

The Search Committee will begin reviewing applications immediately and 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.

Applications and letters of nomination should be submitted by email to:



Alberto Pimentel, Managing Partner
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6512 Painter Avenue
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Email: apsearch@storbeckpimentel.com
Refer to code “**UTSA-SCIENCES**” in subject line

UTSA is committed to provide equal employment and educational opportunities for all qualified persons without regard to race, color, national origin, religion, sex, age, veteran status, disability or sexual orientation.