SEARCH PROFILE:

DEAN OF THE COLLEGE OF ARTS AND SCIENCES



NDSU NORTH DAKOTA STATE UNIVERSITY

TABLE OF CONTENTS

ABOUT NORTH DAKOTA STATE UNIVERSITY 4

THE COLLEGE OF ARTS AND SCIENCES 6

LEADERSHIP AGENDA 8

ABOUT FARGO, NORTH DAKOTA 10

QUALIFICATIONS 11

APPLICATIONS AND NOMINATIONS 12



North Dakota State University (NDSU) invites inquiries, nominations, and applications for the position of **Dean of the College of Arts and Sciences**. The college is the largest and most comprehensive academic unit at North Dakota's land-grant research university, and the next Dean will lead it at a moment when steady leadership matters as much as ambition.

The College of Arts and Sciences was created in July 2023, when the College of Science and Mathematics and the College of Arts, Humanities and Social Sciences came together as part of a university-wide reorganization that reduced NDSU from seven colleges to five. Faculty and staff have done the hard work of building one college out of two. NDSU seeks an innovative and visionary Dean to lead the college.

The Dean will spearhead strategic efforts to increase undergraduate enrollment, align academic programs with evolving workforce needs, and strengthen the college's research portfolio. This leader must be someone who sets clear expectations, communicates the reasoning behind decisions, trusts chairs, heads, faculty, and staff to lead within their areas of responsibility, holds people accountable, and invests in their professional growth and development.

The Dean is the chief academic and administrative officer of the college, reporting to the Provost and serving as a member of the Deans Council and the President's Leadership Assembly. The Dean leads the college's academic programs, faculty and staff, budget, research and creative activity, student success work, external partnerships, and fundraising and serves as the college's principal advocate on campus, across the region, and beyond.

The Dean oversees an associate dean, assistant dean of student success, web and digital content coordinator, and leaders of the college's four schools, 18 departments, NDSU Press, Center for Social Research, and Center for the Study of Digital Society.

The start date is negotiable for early spring 2027. The college is currently led by an Interim Dean, and the University has launched a national search for the permanent appointment.



NORTH DAKOTA STATE UNIVERSITY

Founded in 1890 as North Dakota Agricultural College and renamed North Dakota State University in 1960, NDSU is the state's land-grant institution and a member of the North Dakota University System, governed by the State Board of Higher Education. Central to NDSU's mission is its designation by the Carnegie Classification of Institutions of Higher Education as a doctoral university with very high research activity (R1).

In fall 2026, NDSU enrolled 11,609 students, including 9,467 undergraduate students, 1,927 graduate students, and 215 professional students. Students come from 44 states and 58 countries; 834 are international students. Approximately 39% of students are North Dakota residents and 44% come from Minnesota. The student-to-faculty ratio is 17:1 and the average class size is 35. The University employs 722 faculty and 1,860 staff and counts roughly 104,000 living alumni.

Twenty-four percent of NDSU undergraduates are Pell-eligible. First-year retention is 78%, and the six-year graduation rate for the most recent reported cohort is 64%. In 2025–26, NDSU awarded 3,158 degrees and certificates. The University offers 92 undergraduate majors, 68 master's programs, and 49 doctoral programs through five colleges—Agriculture, Food Systems and Natural Resources; Arts and Sciences; Business; Engineering; and Health and Human Sciences—together with the College of Graduate and Interdisciplinary Studies. NDSU's innovative Honors College, which welcomed its first cohort in fall 2026, provides high-achieving undergraduate students from across all majors with an interdisciplinary academic experience that emphasizes collaborative learning, research, mentorship, and experiential learning opportunities. As the state's land-grant university, NDSU also operates NDSU Extension and the North Dakota Agricultural Experiment Stations, with a presence in every county in the state.

NORTH DAKOTA STATE UNIVERSITY (CONTINUED)

RESEARCH AND CREATIVE ACTIVITY

NDSU reported $215.5 million in research expenditures in FY2025, a seventh consecutive record year, ranking among the nation's top 100 public research universities, according to the National Science Foundation's HERD Survey (FY2024). Substantial investments in new and modernized research and education infrastructure have been made in recent years, with the largest concentration in agriculture, engineering, chemistry, coatings and materials, and the performing arts. These investments have expanded research and technology capacity, increased opportunities for hands-on student experiences, and have connected research infrastructure to North Dakota's economic sectors. Adjacent to the main campus is NDeavor, a 55-acre research and technology park that houses advanced research facilities supporting university materials research, high performance computing infrastructure, a business incubator, and startup companies. This proximity provides a strategic advantage for collaboration and the advancement of translational research and development activities.

PHILANTHROPY

The NDSU Foundation's most recent comprehensive campaign, *In Our Hands: The Campaign for North Dakota State University*, closed in 2021 having raised $586.7 million from more than 15,000 benefactors—the largest higher education fundraising campaign in North Dakota history—and more than doubled the endowment, to $610 million. The NDSU Foundation is in the preliminary planning stages of the next comprehensive campaign, and the Dean will be an integral partner in working with the college's benefactors.

LEADERSHIP

Dr. Marshall Stewart became NDSU's 16th president on May 25, 2026, after serving as executive vice president for external engagement and chief of staff at Kansas State University, where he led statewide engagement, government relations, economic development partnerships, fundraising strategy, and service to constituents across Kansas. His career reflects a consistent focus on student-centered leadership, land-grant mission delivery, and building trust-based partnerships across campus and community. Dr. Shari Veil became Provost in December 2025. A North Dakota native and NDSU doctoral alumna, she came to NDSU from the University of Nebraska–Lincoln, where she served as the Jane T. Olson Endowed Dean of the College of Journalism and Mass Communications and led work that reversed enrollment declines, grew external funding, and substantially increased the college endowment. She is an internationally recognized scholar of risk and crisis communication.

NDSU is accredited by the Higher Learning Commission, with accreditation reaffirmed in 2025–26 and the next comprehensive evaluation scheduled for 2035–36. The University is developing a new strategic framework that will guide NDSU into the near future and the dean will play a critical role in translating the University plan into college priorities.

ATHLETICS

NDSU competes in NCAA Division I as a member of the Summit League, featuring 16 varsity sports, with football recently moving to the FBS Mountain West Conference. The Bison previously won ten FCS national football championships, the most in the subdivision's history, most recently in the 2024 season.





THE COLLEGE OF ARTS AND SCIENCES

The College of Arts and Sciences plays a central role in advancing NDSU's intellectual community. It teaches the sciences, mathematics, humanities, social sciences, education, design, and performing and visual arts; and it teaches students from every college on campus. With 2,231 undergraduate students and 563 graduate students in the fall of 2026, the College of Arts and Sciences is one of NDSU's largest. It taught 147,219 student credit hours in 2025-26, 48% of all credit hours delivered at the university, and it carries the general education curriculum. Eighty-four percent of general education courses are offered within the college; this work is done by 225 faculty and 63 staff.

Alongside its broad academic mission, the college places a strong emphasis on student success, belonging, engagement, and creating meaningful connections among students, faculty, staff, and the broader university community.

STUDENT SUCCESS AND ENGAGEMENT

Student success is central to the mission of the College of Arts and Sciences. The college is committed to creating an environment in which students are supported academically, personally, and professionally from their transition to NDSU through graduation. A growing portfolio of student-success initiatives is designed to strengthen academic achievement, engagement, and connection to the college.

SCHOOLS, DEPARTMENTS, AND COLLEGE LEADERSHIP

The college is organized into four schools—the Challey School of Music, the School of Education, the School of Humanities, and the School of Design, Architecture and Art—together with departments including Architecture and Interior Design; Art and Design; Biological Sciences; Chemistry and Biochemistry; Coatings and Polymeric Materials; Communication; Criminal Justice; Landscape Architecture, Disaster Resilience and Emergency Management; English; Mathematics; Physics; Political Science and Public Policy; Psychology; Sociology and Anthropology; Statistics; and Theatre Arts. The college is also home to NDSU Press.

The Dean is supported by an Associate Dean for Faculty Affairs, an Assistant Dean for Student Success and an Administrative Assistant, who report directly to the Dean. The Dean also provides leadership for the Center for Social Research and the Center for the Study of Digital Society.

THE COLLEGE OF ARTS AND SCIENCES (CONTINUED)

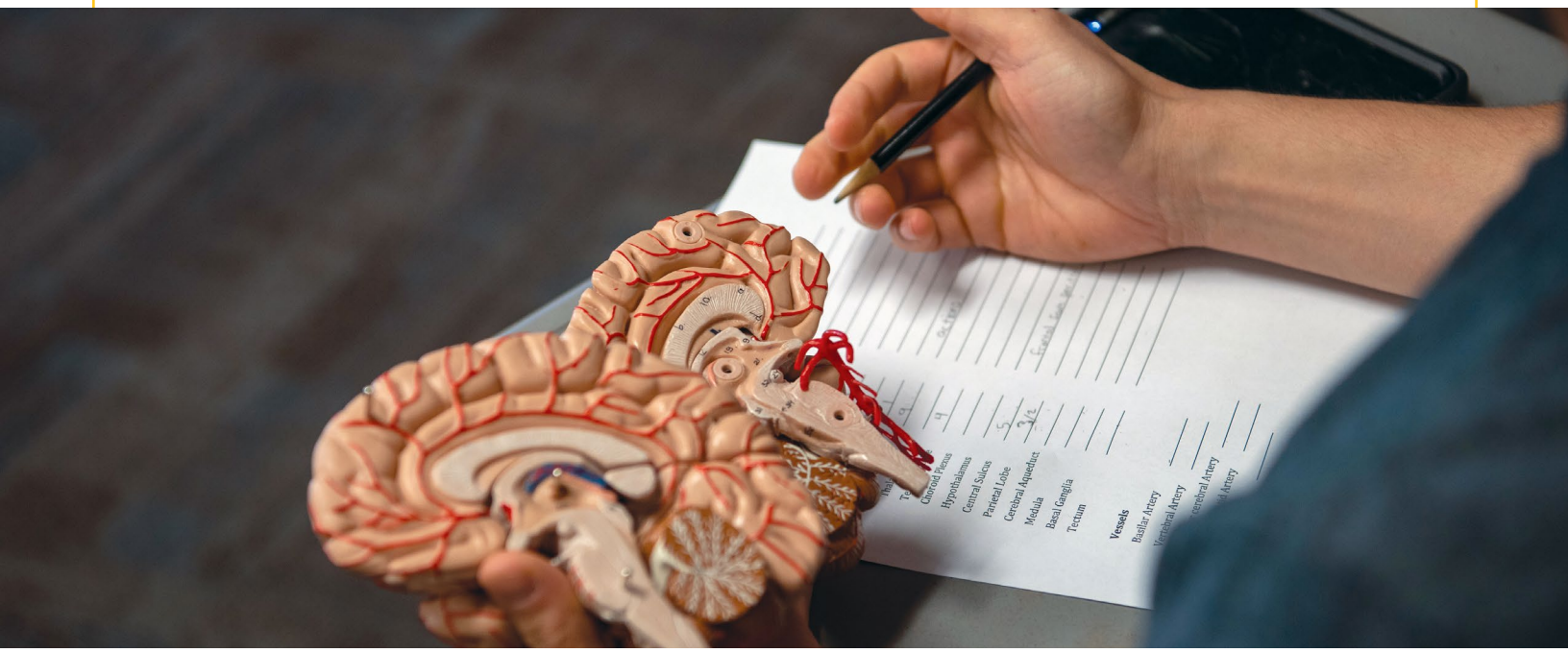
DISTINCTIVE STRENGTHS AND MOMENTUM

The College of Arts and Sciences enters its next chapter from a position of considerable strength. It welcomed 12 new faculty members in 2025–26 and supports a broad portfolio of research, scholarship, and creative activity. Faculty attract competitive support from major federal agencies, including the National Institutes of Health, National Science Foundation, and National Endowment for the Humanities, as well as foundations, industry, and regional partners. Current activity includes two NIH R01 awards, alongside externally supported work spanning human health and behavior, materials and sustainability, environmental and biological sciences, public policy, education, ethics, history, and the humanities.

Students participate in research, creative activity, and applied learning across disciplines. Opportunities include faculty-mentored research, laboratory and field experiences, design studios, performances and exhibitions, internships, community-engaged scholarship, and applied projects. In some programs, students begin independent research as early as their first year. Students also work with public agencies, schools, nonprofit organizations, businesses, healthcare providers, and community partners to apply their learning to real-world questions and challenges. Faculty and students earn regional and national recognition for research, scholarship, design, performance, and other creative work, including recent honors through the Kennedy Center American College Theatre Festival.

The college includes programs with significant regional and national profiles, including areas of study that are unique within North Dakota, the Upper Midwest, and, in some cases, nationally. Graduates pursue careers and advanced study across healthcare, education, science and technology, government and public service, business and industry, design, communication, and the arts, with some professionally oriented programs reporting placement rates at or near 100%. Connections with employers, professional organizations, schools, public agencies, and community partners extend the college's reach throughout North Dakota and beyond.

The range of disciplines represented in Arts and Sciences creates opportunities for collaboration on questions that cross traditional academic boundaries. Artificial intelligence and other technological changes, for example, are being explored through scientific and quantitative inquiry, communication and human behavior, ethics and the humanities, and creative and applied practice. The next dean will have the opportunity to build on these strengths, foster connections across disciplines, elevate the college's programs and accomplishments, and articulate a compelling vision for the role of the arts and sciences within a modern land-grant research university.





LEADERSHIP AGENDA

The next Dean inherits a college that has completed a significant structural integration and is ready to build on that foundation. Taken together, the priorities below describe a leader who is present and accessible, communicates the reasoning behind decisions, understands budgets and systems, trusts and develops colleagues, sets clear expectations and holds people accountable, and champions the college and its people. Success will be reflected in a college that is stable, collaborative, student-centered, academically rigorous, forward-looking, and confident in its mission and future.

Expected leadership activities include:

Strategic Leadership and Direction

- Set a clear and achievable direction for the college, aligned with the University's mission and strategic priorities.
- Lead change thoughtfully, balancing institutional priorities with the capacity of faculty and staff.
- Advance recruitment, retention, enrollment, and academic excellence across the college.
- Champion opportunities for innovation, interdisciplinary collaboration, and program growth.
- Align faculty resources to achieve long-term goals and vision.

Leadership, Culture, and Accountability

- Be visible, accessible, and engaged with faculty, staff, and students across the college.
- Build a culture of trust, accountability, collaboration, and professional respect.
- Set clear expectations, address performance concerns, and invest in professional and leadership development.
- Empower chairs, directors, faculty, and staff to lead effectively within their areas of responsibility.
- Navigate difficult conversations and decisions with steadiness, empathy, fairness, and sound judgment.

Communication and Shared Governance

- Communicate decisions, priorities, processes, and expectations clearly and transparently.
- Engage faculty, staff, chairs, and directors in meaningful consultation before significant decisions are made.
- Respect and support shared governance and clearly defined roles and responsibilities.
- Ensure decision-making processes are transparent, inclusive, timely, and fair.

LEADERSHIP AGENDA (CONTINUED)

Resource and Operational Leadership

- Steward college resources strategically, transparently, and equitably.
- Provide timely budget and resource information to support effective planning and decision-making.
- Understand how decisions and resource allocations affect disciplines and units differently.
- Improve systems and processes to reduce unnecessary administrative burden and enable departments and schools to operate effectively.
- Ensure chairs and directors have the information, support, and authority needed to lead strategically.

Advocacy and External Engagement

- Serve as a strong advocate for the college within the University and with external constituencies.
- Articulate the value and impact of the arts and sciences to students, families, policymakers, donors, employers, and the public.
- Champion the college's research, scholarship, creative activity, teaching, and contributions to general education.
- Partner with the NDSU Foundation to cultivate relationships and secure resources for college priorities.
- Represent the college actively in the Fargo-Moorhead community, across North Dakota, and throughout the region.

Student Success and Academic Excellence

- Advance student recruitment, retention, progression, and degree completion while maintaining academic rigor.
- Support effective advising, undergraduate research, experiential learning, and other high-impact practices.
- Expand interdisciplinary opportunities and respond strategically to emerging areas of student and workforce demand.
- Sustain the college's central role in general education and its commitment to the pursuit and advancement of knowledge.





ABOUT FARGO, NORTH DAKOTA

NDSU sits in Fargo, the largest city in North Dakota and the anchor of the Fargo-Moorhead metropolitan area, home to roughly 261,600 residents and projected to approach 340,000 by 2045. The region's economy is unusually diverse for its size, spanning biotechnology, finance, advanced manufacturing, healthcare, and technology; the Greater Fargo-Moorhead Economic Development Corporation reports that the area's industry diversity ranks in the top fifth of U.S. metros, and the metro is home to a dozen billion-dollar businesses. Along with its neighboring cities West Fargo and Moorhead, Minnesota, Fargo forms one of the largest metropolitan centers between Minneapolis and Seattle.

Join the residents who enjoy a fantastic quality of life that includes an active art scene complete with museums, galleries, a symphony, civic opera company, a wide variety of live music and a fabulous (almost) 100-year-old movie theatre that houses concerts, screenings and an annual film festival. Top this off with craft breweries, wineries, a wonderful selection of restaurants and shopping options and so many local events you can be out on the town every night of the week. The region is also abundant with natural beauty and offers year-round outdoor activities.

Fargo consistently earns strong livability and affordability rankings, offering a lower unemployment rate, favorable tax structure, and a cost of living that is 8.1% less than the U.S. average, while North Dakota's income tax burden is well below national norms. The community supports a lively downtown, an active arts and music scene, extensive parks and trails, and a public school system backed by higher than the national average investment per student. Across the Red River in Moorhead, Minnesota, Concordia College and Minnesota State University Moorhead—together with Minnesota State Community and Technical College—create a higher education cluster that gives the area an unusual density of academic and cultural life for a metro of its size. Served by Hector International Airport, the region is a growing hub for economic development featuring multibillion-dollar, industry-leading businesses like one of Microsoft's largest campuses, alongside a dominant and fast-growing Healthcare and Social Services industry.

QUALIFICATIONS

REQUIRED

- An earned terminal degree from an accredited institution in a discipline represented in the college, with a record meriting appointment as a tenured full professor.
- A minimum of five years of progressively responsible academic administrative experience, with a demonstrated record of strategic and responsible fiscal, human, and resource management in academia, industry, or government.
- Experience leading or working across disciplines with different methods, resource needs, and forms of scholarship and creative work.
- Experience with fundraising and donor engagement in partnership with an institutional foundation or advancement office.

PREFERRED

- Experience leading a large, multidisciplinary academic unit at a public land-grant or research-intensive university, including through periods of significant institutional change.
- A record of strengthening student recruitment, retention, progression, and degree completion, and of supporting the high-impact practices that drive them.
- A record of recruiting, developing, and retaining excellent faculty and staff, including chairs and directors.
- A record of visible, engaged leadership that empowers chairs and directors, sets clear expectations, and addresses performance concerns directly.
- A record of transparent, consultative decision-making within a shared governance system, including communicating the reasoning behind decisions.
- A record of strategic and transparent stewardship of budgets, resources, and administrative systems.
- A record of advocacy, external partnership, and fundraising on behalf of an academic unit and its disciplines.
- Experience advancing academic program quality and the research, scholarship, and creative activity of the faculty.





APPLICATIONS AND NOMINATIONS

Academic Search is partnering with North Dakota State University on this search, which is led by Senior Consultants Lisa Ryan and Dr. Maria Thompson. All inquiries, nominations, and applications will be held in strict confidence. Prospective applicants who would like to learn more may send a CV to NDSU-DeanCAS@academicsearch.org to schedule a confidential conversation. More information about the institution is available at ndsu.edu and about the college at ndsu.edu/arts-sciences.

APPLICATIONS

Applicants should upload the following three documents, as separate PDFs, through Academic Search's online portal at https://www.academicsearch.org/NDSU-DeanCASApply:

- A cover letter addressed to the Search Committee that responds to the leadership agenda and qualifications in this profile.
- A current curriculum vitae (CV) or résumé showing relevant administrative responsibilities and accomplishments.
- A list of five professional references, including each reference's name, title, institution or organization, email address, telephone number, and relationship to the candidate. References will not be contacted without the candidate's permission.

Although the search remains open until the position is filled, for full consideration by the Search Committee, candidates should submit all application materials by **Thursday, November 19, 2026**. Semifinalists for the position will be invited for a confidential interview via Zoom. Finalists will visit campus in early January.

NOMINATIONS

Nominations are not required, but leaders who know of outstanding candidates are welcome to submit confidential nominations to NDSU-DeanCAS@academicsearch.org. Please include the nominee's full name, position, institution, and email address.

NDSU Land Acknowledgement: We collectively acknowledge that we gather at NDSU, a land-grant institution, on the traditional lands of the Oceti Sakowin (Dakota, Lakota, Nakoda) and Anishinaabe Peoples in addition to many diverse Indigenous Peoples still connected to these lands. We honor the land and commit to building strong, mutually beneficial, trusting, and respectful relationships with Indigenous Peoples.

NDSU Non-Discrimination Statement: NDSU does not discriminate in its programs and activities on the basis of age, color, gender expression/identity, genetic information, marital status, national origin, participation in lawful off-campus activity, physical or mental disability, pregnancy, public assistance status, race, religion, sex, sexual orientation, spousal relationship to current employee, or veteran status, as applicable. Direct inquiries to the Vice Provost, Title IX/ADA Coordinator, Old Main 100, 701-231-7708, ndsu.eoaa@ndsu.edu.

ABOUT ACADEMIC SEARCH

Academic Search is assisting North Dakota State University in this work. For 50 years 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.

50 years

AS Academic Search

academicsearch.org • 202-332-4049