

# SEARCH PROFILE:

DEAN, SCHOOL OF LIBERAL ARTS

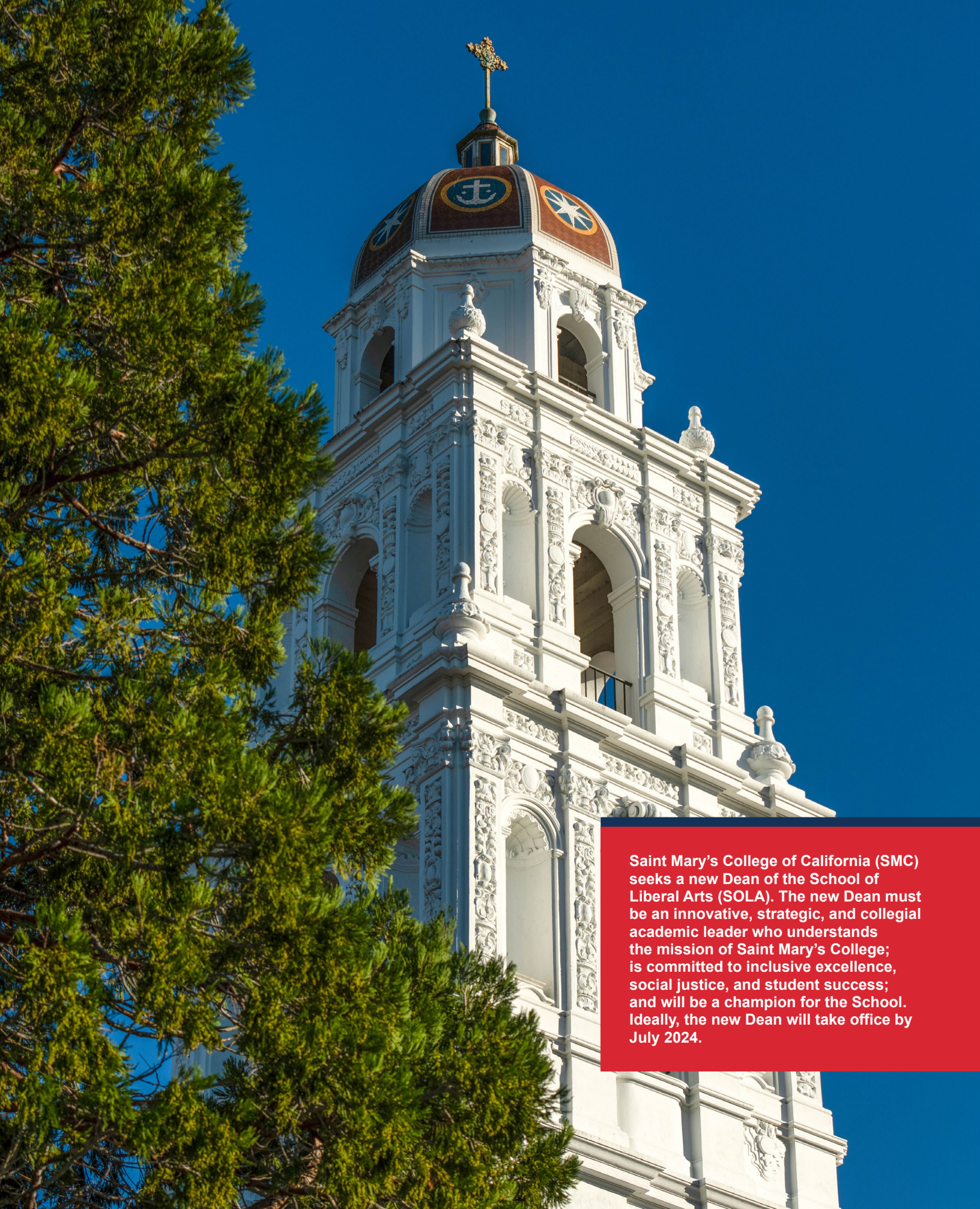


**SAINT MARY'S**  
COLLEGE OF CALIFORNIA

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Saint Mary's College of California (SMC) seeks a new Dean of the School of Liberal Arts (SOLA). The new Dean must be an innovative, strategic, and collegial academic leader who understands the mission of Saint Mary's College; is committed to inclusive excellence, social justice, and student success; and will be a champion for the School. Ideally, the new Dean will take office by July 2024.





## ABOUT SAINT MARY'S COLLEGE

Grounded in its Lasallian, Catholic, and liberal arts heritage, Saint Mary's College is a student-centered learning community committed to transformative, equitable, and inclusive teaching; the passionate pursuit of knowledge; and, expansive access to a practical education that empowers students to make lasting change in the world. For 160 years, SMC has emphasized service, pursued justice—social, economic, and racial—and developed respectful partnerships with underserved communities. The College in the twenty-first century celebrates the three traditions which have sustained it since its earliest years: the classical tradition of liberal arts education, the intellectual and spiritual legacy of the Catholic Church, and the vision of education enunciated by Saint John Baptist de La Salle and developed by the Brothers of the Christian Schools and their colleagues for more than 300 years.

SMC is home to 2,800 students and approximately 500 faculty and 400 staff. Situated on 420 acres, nestled in the rolling hills of Moraga, the campus is just 23 miles east of San Francisco—with white Mission/Renaissance-style buildings and has been called the most beautiful campus west of the Mississippi.

The student-faculty ratio at Saint Mary's College of California is 9:1 and 60% of its classes have fewer than 20 students. The most popular majors include Business, Management, Marketing, and Related Support Services; Education; Liberal Arts and Sciences, General Studies, and Humanities; Psychology; Social Sciences; Biological and Biomedical Sciences; Parks, Recreation, Leisure, Fitness, and Kinesiology; Communication, Journalism, and Related Programs; English Language and Literature/Letters; and Visual and Performing Arts.

### UNIVERSITY ACCOLADES

Saint Mary's College of California earns a special place in the prestigious guidebook [Colleges That Change Lives: 40 Schools That Will Change the Way You Think About Colleges](#). The publication is widely recognized as essential reading for college-bound students—and valued by discerning parents—for the way it identifies colleges that offer life-transforming educational experiences. Saint Mary's is the only Catholic college and the only California college in the history of the 40-school list. The average freshman retention rate, an indicator of student satisfaction, is 85%.

In addition, SMC has received recognition from multiple national organizations:

- No. 4 in the 2022-2023 edition of Best Colleges is Regional Universities West
- No. 64 of 166 Best Catholic Colleges in America
- No. 77 of 378 Best Hispanic Serving Institutions
- No. 110 of 458 Best Colleges for Sports Management

### MISSION AND VISION STATEMENTS

#### Mission

Grounded in its Lasallian, Catholic, and liberal arts heritage, Saint Mary's College is a student-centered learning community committed to transformative, equitable, and inclusive teaching, the passionate pursuit of knowledge, and expansive access to a practical education that empowers students to make lasting change in the world.

#### Vision

Saint Mary's College will become a leading innovative, national Catholic university that inspires minds, touches hearts, and transforms lives.

## ABOUT SAINT MARY'S COLLEGE (CONT.)

### INCLUSIVE EXCELLENCE AND ACADEMIC PROGRAMS

Saint Mary's is a comprehensive liberal arts university offering undergraduate and graduate programs that integrate liberal and professional education built upon a foundation of Catholic, Lasallian, and liberal arts traditions. A challenging curriculum, exceptional faculty, and a focus on student success prepare learners for rewarding careers and full lives.

The core Lasallian principles of social justice, faith in the presence of God, respect for all persons, inclusive community, and quality education are reflected in every aspect of campus life and learning. The liberal arts tradition at Saint Mary's College seeks to educate and engage the intellect in an attempt to resolve the great questions that arise from common human experience through a search that probes for fundamental principles and causes.

This approach develops the intellectual abilities of the whole person, preparing students for life beyond the knowledge and skills needed for any particular profession. It develops critical thinking, an understanding of and respect for different ways of knowing, and a desire for lifelong learning.

### FACULTY

The College is, in every sense, a community of scholars. Faculty members are teacher-scholars. They are selected for their dedication to and skill in teaching, as well as for their desire to share their passion for learning and discovery. Saint Mary's faculty are deeply committed to teaching and interacting with students, while also being accomplished scholars. They are active members of a close community characterized by small classes, lively discussion, and deep relationships.

The small size of the College and the commitment of its faculty foster an extraordinarily close and informal relationship between faculty and students. Faculty members are available to students not only in the classroom but outside it as well, for academic advice, guidance, and mentoring. Faculty teach courses at all levels, from first year through graduate, and faculty members make themselves available to students at all levels. Our small class size and faculty advising system to foster close and frequent contact between professors and students.

The College values faculty scholarship because it enhances the intellectual vitality of the faculty and directly animates the entire campus community. Scholarly research ensures that faculty members have a thorough and up-to-date knowledge of the subjects they teach, as well as the appropriate pedagogy in those fields. As part of a community committed to shared inquiry and active learning, faculty scholar-teachers provide models from which students can learn the value and techniques of inquiry, and from which they can learn to value the life of the mind.

The College prides itself on a faculty of remarkable distinction and continually renewed commitment to scholarship and teaching.





## ABOUT SAINT MARY'S COLLEGE (CONT.)

### ACADEMIC ORGANIZATION

Saint Mary's College is organized into four schools that provide programs of study for students at the undergraduate and graduate levels.

[The School of Science](#) offers the degree of Bachelor of Science in 10 major fields; the Bachelor of Arts in seven major fields; and the degree of Professional Science Master's in Biotechnology. A dual degree program in engineering requires three years at Saint Mary's and two years at an engineering school.

[The School of Liberal Arts](#) offers the degree of Bachelor of Arts in 23 major fields and the Bachelor of Arts in the Integral Program; Bachelor of Science in Kinesiology, Exercise Science; Master of Arts in Kinesiology; Master of Arts in Communication; Master of Fine Arts in Creative Writing and Master of Fine Arts in Dance; and a BA degree completion in the Performing Arts.

[The School of Economics and Business Administration](#) offers the degree of Bachelor of Science in eight major fields, as well as the Bachelor of Arts in three major fields. It offers the degree of Executive DBA; Professional Master of Business Administration, Executive MBA, Online MBA; and, the degree of Master of Science in Accounting, Business Analytics, Finance, and MS in Management and Technology.

[The Kalmanovitz School of Education](#) offers undergraduate courses in teacher education and leadership, as well as a BA completion program. Seventeen programs in the School of Education include preliminary teaching credentials, pupil personnel services credentials, an administrative services credentials, and a bilingual authorization certificate in Spanish. The School also offers licensure programs in marriage and family counseling and clinical counseling, as well as master's degrees. An Educational Specialist Degree in School Psychology and a Doctorate in Educational Leadership are also offered.

### SIGNATURE ACADEMIC PROGRAMS

#### [Saint Mary's Core Curriculum](#)

The Core Curriculum consists of skills, knowledge, and values that provide the foundation of undergraduate student learning at Saint Mary's College. It is an intentional, developmental, and integrated program of study in four broad intellectual areas: Habits of Mind, Pathways to Knowledge, Theological Understanding, and Engaging the World.

#### [Collegiate Seminar](#)

Since 1941, Collegiate Seminar has been central to the undergraduate experience at Saint Mary's College. The program, revised and renewed over time, seeks to engage students in a critical and collaborative encounter with the world of ideas, as expressed in great and challenging texts of the Western tradition, considering

those texts in dialogue with texts and ideas from other traditions. Attending to the dialogue among writers and traditions, students take part in the Great Conversation. The program seeks to help them develop as curious, thoughtful members of an intellectual community, able to think clearly, critically, and collaboratively, and to articulate their ideas effectively in speech and writing - powers that will serve them for the rest of their lives.

#### [January Term](#)

Since 1970, January Term (Jan Term) has offered both undergraduate students and faculty the opportunity to explore courses and experiences that depart from the constraints of the regular semester. During this term, students are encouraged to explore beyond their major, minor, or core requirements. Each year, faculty develop a new curriculum composed of content and approaches designed to stimulate the imagination and experiment with both subject matter and technique.

Like Collegiate Seminar, all undergraduate students and faculty from across the College participate in Jan Term. Students and faculty are freed from disciplinary constraints to create innovative learning experiences. The College offers both on-campus courses and off-campus travel courses throughout the United States and many parts of the globe. Many courses emphasize experiential learning through service, community-based research, and on-site learning relevant to the region.

#### [Academic Support & Student Success](#)

The College has a robust academic advising staff and strong support services for all types of students. Free tutoring gets high praise both from students who identify themselves as quick learners and from those who admit they are struggling. Staff members at the Tutorial and Academic Skills Center also give small-group and one-on-one workshops to boost study and time management skills, teach note-taking strategies, and enhance reading comprehension.

For first-generation and low-income students, Saint Mary's offers an impressive High Potential Program (HPP) that smooths students' transition to college. For two weeks in the summer, about 40 incoming students live on campus and sample collegiate courses so they understand what's expected of them. They learn about on-campus resources and get to know one another. In addition to a regular faculty adviser, each student has a specially trained HPP adviser. Upper-class peer mentors help with social adjustment.



## SCHOOL OF LIBERAL ARTS

The School of Liberal Arts is comprised of 19 academic departments and undergraduate programs, four graduate and professional programs, two academic centers, and one institute. The Dean's Office provides support and oversight to approximately 150 faculty and staff members.

SOLA promotes the application of learning to solve complex problems, and fosters creativity, self-awareness, and civic engagement. The hallmark of the School of Liberal Arts is the preparation it gives students for lifelong learning. Technical skills may become obsolete over time, but the skills and values gained through liberal arts coursework will not. Almost every profession requires the intellectual habits of rational analysis, integrative thinking, and ethical decision-making. Today's organizations value students with a liberal arts education because their knowledge, values, and skills prepare them for changing economic conditions.

Minors are available in all of the major disciplines, as well as in archaeology, cinematic arts, community media, digital studies, East Asian studies, Italian studies, law and society, and public history. Academic programs abroad are offered in both semester-long and summer programs.

**The School of Liberal Arts confers the Bachelor of Science degree in Kinesiology (Exercise Science) and the Bachelor of Arts degree in the following areas:**

- [Anthropology](#)
- [Art & Art History](#)
- [Classical Languages](#)
- [Communication](#)
- [English](#)
- [Ethnic Studies](#)
- [French Studies](#)
- [Global & Regional Studies](#)
- [History](#)
- [Integral](#)
- [Justice, Community, and Leadership](#)
- [Kinesiology](#)
- [Performing Arts](#)
- [Philosophy](#)
- [Politics](#)
- [Sociology](#)
- [Spanish](#)
- [Women & Gender Studies](#)

**The School of Liberal Arts also offers:**

- [Liberal Education for Arts Professionals \(LEAP\) - Bachelor's in Performing Arts online degree completion program](#)
- [Master of Arts degree in Communication](#)
- [Master of Arts degree in Kinesiology](#)
- [Master of Fine Arts in Creative Writing](#)
- [Master of Fine Arts in Dance](#)





## THE LEADERSHIP OPPORTUNITY

Reporting to the Provost and Executive Vice President, the Dean of the School of Liberal Arts is the chief academic and executive officer of the School and serves as a member of the College's academic leadership team. Besides providing overall leadership and creative vision, the Dean oversees management of faculty and staff, fiscal resources, compliance with accreditation standards, community outreach, fundraising, marketing and enrollment, interdisciplinary initiatives, and physical facilities of the School. The Dean is accountable for the quality of academic programs and building undergraduate and graduate programs of excellence.

The College is seeking a Dean who will inspire excellence and innovation in pedagogy, student learning, and academic programs and who embraces the College's mission and distinctive heritage as a Lasallian, Catholic college. The next Dean will be dynamic leader who combines a deep passion for liberal arts with the academic, financial, and strategic acumen to offer strong, collaborative, and transparent leadership within the community.

### THE PLAN DEFINES 11 KEY STRATEGIC PRIORITIES:

1. Extend our Reach and Expand our Impact.
2. Launch Innovative and In-Demand Academic Programs.
3. Empower All Students for Success at Saint Mary's and Beyond.
4. Increase Access, Affordability, and Equity.
5. Attract and Retain an Exceptional and Diverse Faculty and Staff.
6. Become a Thriving and Adaptive Learning Organization.
7. Develop Saint Mary's as a Hub in the Bay Area.
8. Position Saint Mary's as a Global Campus.
9. Invest in the Campus and Welcome Internal and External Audiences.
10. Fulfill Saint Mary's Climate Action Plan.
11. Achieve Financial Health and Growth.



## THE LEADERSHIP OPPORTUNITY (CONT.)

In February of 2023, the College launched its new Strategic Plan, [Transformation 2028: Our Centennial Year in Moraga](#). Developed through an integrated and community-engaged process, the plan identifies the key goals and strategic priorities for the College for the next five years. The Plan builds on SMC's legacy, recognizes the landscape facing the College, and rests upon four foundations:

- Deepen our commitment to our Lasallian Catholic and Liberal Arts heritage.
- Advance diversity, equity, inclusion, and belonging across our campus community.
- Exhibit leadership in social justice education, research, and advocacy.
- Ensure the College's financial stability and sustain our mission and propel it into the future.

The new Dean will be expected to collaborate with the faculty and staff of the School to successfully implement the College's strategic plan.

The ideal candidate for this position will be an innovative, strategic, and collegial academic leader who understands the mission of Saint Mary's College, is committed to student success, and will be a champion for SOLA.

The School seeks a Dean who respects faculty and is committed to shared governance; is an advocate for the School within the College and broader community; has a demonstrated record of success in fundraising and partnerships; values ongoing engagement with faculty, staff, and students; and, is committed to the College's mission and core values. The Dean is expected to serve as a role model who supports diversity, inclusion, and transparency in decision making; who promotes innovative approaches to teaching and learning; and possesses a passion for reducing equity gaps and increasing student success. The successful candidate will be a collaborative leader who acts with integrity and possesses the ability to communicate with diverse constituents and fosters collegiality and clarity in the decision-making process.

### The Key Responsibilities for the next Dean include:

#### 1. Strategic Leadership

- Lead towards creative and innovative new programs designed to serve growing student populations.
- Foster a culture that values DEI and brings in policies and practices that are based in diversity, equity, and inclusion and belonging.
- Support cross disciplinary faculty/school collaboration, relationships, and research.

#### 2. Academic Leadership

- Support faculty throughout tenure, promotion, and career with a special emphasis on pre-tenured faculty.
- Demonstrate knowledge of and support for evidence-based pedagogy (e.g., experiential learning, etc.).
- Manage multi-faculty or interdisciplinary research and grants.

#### 3. External Stakeholder Leadership

- Showcase SOLA activities to community/industry partners and potential partners, including outreach at local schools.
- Develop and advance a culture of fundraising and engage in corporate, foundation, and philanthropic outreach and engagement.
- Actively fundraise to support new initiatives and to continue to support key ongoing programs.

#### 4. Operational Leadership

- Direct and oversee all School operations including budget planning; management and analysis; faculty load; staff development; and contracts.
- Manage resource allocation including capital, budgetary, and human resources and is responsible for its financial affairs.
- Ensure that the School adheres to College policies and procedures.



## QUALIFICATIONS

To fulfill their responsibilities, the new Dean will demonstrate the following qualities, expertise, and experience:

### REQUIRED

- An earned doctorate, or appropriate terminal degree from an accredited institution or professional equivalency in one or more fields related to the disciplines in the School of Liberal Arts.
- A record of progressively more responsible administrative experience as a department chair, assistant/associate dean or other equivalent administrative experience that demonstrates a commitment to collaborative leadership and responsible management that fosters trust, respect and successful working relationships with students, faculty, staff, and administrators.
- An evidenced, deep and demonstrated commitment to diversity, equity and inclusion, intercultural understanding, and professional development of faculty and staff in these regards.

### PREFERRED

- A record of university teaching, scholarly, and creative activity that satisfies eligibility of appointment to the rank of tenured full professor in an academic program in the School.
- Evidence of visionary leadership, strategic planning, and execution.
- A record of transparent, strategic, and effective fiscal management.
- Excellent communication and interpersonal skills with a commitment to promoting a collegial, collaborative work and learning environment.
- Evidence of commitment to academic excellence and student success.
- Demonstrated commitment to servant leadership, personal and professional integrity, and creating a climate of support and advocacy that ensures the success of diverse populations within the College.
- Evidence of success in fundraising, including grants and philanthropy, public relations, working with advisory/community boards, and communications to external stakeholders.







## NOMINATIONS AND APPLICATIONS

The Search Committee will begin reviewing candidates immediately and will continue until the position is filled. Priority consideration will be given to materials received by **Monday, February 12, 2024**. The College plans to complete the search process by early March 2024 with a start date of July 2024.

To apply, a candidate should submit (in 3 separate attachments): 1) a letter of intent addressing how the candidate's experiences match the position requirements; 2) a current CV/resume; and 3) contact information for at least five professional references, including email addresses and a brief note of the candidate's working relationship with each. References will not be contacted without the prior knowledge and approval of the candidate and at a later stage in the search.

Academic Search is assisting Saint Mary's College in this search. To ensure full consideration, inquiries, nominations, and applications (PDF preferred) should be submitted electronically, in confidence, to [SMCDeanSOLA@academicsearch.org](mailto:SMCDeanSOLA@academicsearch.org).

Nominators and prospective candidates may arrange a confidential conversation about this opportunity with the senior consultants leading this search: Dr. Cynthia Patterson ([Cynthia.Patterson@academicsearch.org](mailto:Cynthia.Patterson@academicsearch.org)) or

Dr. Maria Thompson ([Maria.Thompson@academicsearch.org](mailto:Maria.Thompson@academicsearch.org)). When submitting a nomination, please include the nominee's full name, title, position, and email address. The expected salary range is \$220,000 - \$240,000.

Additional information about the institution can be found at [www.stmarys-ca.edu](http://www.stmarys-ca.edu).

*Under the laws enforced by the [EEOC](#), an EEO violation is any workplace action by an employer that discriminates against an applicant or employee due to a person's race, color, religion, sex, nationality, age, disability, or genetic information. In compliance with applicable law and its own policy, Saint Mary's College of California is committed to recruiting and retaining a diverse student and employee population and does not discriminate in its admission of students, hiring of employees, or in the provision of its employment benefits to its employees and its educational programs, activities, benefits and services to its students, including but not limited to scholarship and loan programs, on the basis of race, color, religion, national origin, ancestry, age, gender, sexual orientation, gender identity, marital status, medical condition, physical or mental disability.*

# ABOUT ACADEMIC SEARCH

Academic Search is assisting Saint Mary's College of California in this work. For more than four decades, 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.



Committed to IDENTIFYING  
AND DEVELOPING LEADERS  
by providing the highest  
level of EXECUTIVE  
SEARCH to our  
higher education  
partners.