Dean, College of Engineering
The University of North Texas

Position Overview

The University of North Texas (UNT) in Denton, Texas, the most comprehensive university within the Dallas-Fort Worth Metroplex - is seeking the next Dean of the UNT College of Engineering for a Carnegie-ranked R1 university that is the institution of choice for more than 38,000 students and growing. The chosen executive will advance the institution’s proud over 125-year tradition of excellence in research, innovation, academics, and community service.

The Dean of the College of Engineering (CENG) is responsible for academic, fiscal and personnel issues, provides leadership for the College and fosters excellence in teaching, research and service to the North Texas community. UNT is seeking an accomplished academic leader with proven skills to effectively drive innovation and implement growth in a multifaceted environment in support of the University’s strategic plan. The ideal candidate will bring skill sets and experience to facilitate the professional development and placement of engineering graduates; recruit high quality, research-productive and teaching diverse faculty; promote excellence in teaching and an active research environment; forge cooperative partnerships with alumni and professional constituencies; actively pursue fundraising; advance the departments’ interest within the college and university; and oversee the college’s budget. Reporting to the Provost and the President of the University, the selected Dean of the College of Engineering will find every ingredient needed for success as an integral part of a premier academic institution.

The UNT College of Engineering

With state-of-the-art labs, equipment and classrooms housed in a 565,000 square-foot building at the 300-acre Discovery Park campus, the UNT College of Engineering offers a unique environment to learn, conduct research and connect with peers and faculty mentors.

Currently serving almost 3,800 students, the UNT College of Engineering offers 10 bachelor’s degree programs in biomedical engineering, computer engineering, computer science, electrical engineering, materials science and engineering, mechanical and energy engineering, information technology, construction engineering technology, electrical engineering technology, and mechanical engineering technology. All but the newly formed biomedical engineering program are ABET accredited. Undergraduate students gain hands-on experience and valuable access to research opportunities and also work with corporate partners on their senior design capstone projects, applying their knowledge in professional settings and working with established professionals in their intended careers.
At the graduate level, the College of Engineering offers seven master’s and four doctoral degree programs. MS programs include biomedical engineering, computer engineering, computer science, electrical engineering, engineering technology, materials science and engineering, mechanical and energy engineering; Ph.D. programs include computer science and engineering, electrical engineering, materials science and engineering, and mechanical and energy engineering. Engineering graduate students work with multidisciplinary faculty researchers with the majority of students supported on federally funded projects. The College also has exceptional manufacturing and shop facilities to teach hands-on skills in a wide array of technologies both classical and ultra-modern making UNT undergraduate and graduate engineers very practical problem solvers with the ability to design, build, test and document.

UNT’s College of Engineering students work with some of the most modern equipment in the nation as they are preparing to solve many of today’s problems through hands-on learning in UNT’s exceptional, cutting edge research facilities, centers and labs:

- The Materials Research Facility - A Shared Research Facility for Multidimensional Fabrication and Characterization (http://mrf.research.unt.edu/): a research center and service facility that supports scientific research activities through its wide array of sophisticated characterization and processing instruments. UNT is among an elite group of public institutions nationwide that offer this complement of facilities.

- Center for Network Neuroscience: With the formation of the Department of Biomedical Engineering, the College of Engineering is now home to the Center for Network Neuroscience. The addition of CNNS brings more opportunities for undergraduate and graduate students to work on exciting design projects and research in the mechanisms and strategies underlying the phenomena of pattern generation, recognition and storage in neuronal ensembles.

- Computational Epidemiology Research Laboratory: CERL’s primary focus is the application of computational concepts to problems related to public health. Work at the laboratory will provide tools to epidemiologists and scientists that can be used in the prediction and analysis of how disease manifests and spreads.

- Laboratory for Recreational Computing: For 20 years, LARC has been performing cutting-edge research in game programming and procedural content generation by students in the Game Development Group.

- Structural Testing Lab: Construction Engineering Technology students working in this lab can perform both static and dynamic structural tests on beams, columns and shear walls in order to investigate the behavior and strength of those building components or systems.

- Vision, Robotics and Control Systems Laboratory: This lab in the Department of Electrical Engineering supports research in the areas of pattern recognition, image processing, computer vision, computational intelligence and robotics. The laboratory contains simulation tools for computer vision and pattern recognition applications and control systems design.

- Zero Energy Laboratory: The only one of its kind in Texas, the Zero Energy Laboratory is used to test various energy technologies that aim to achieve a net-zero consumption of energy.

- The Advanced Materials and Manufacturing Processes Institute (http://ammpi.unt.edu/), brings together a diverse group of faculty members who test, develop and process next-generation structural materials via rapid combinatorial assessment and advanced processing technologies. The institute seeks to drive the development of functional materials for energy conversion and storage, optoelectronics, sensors and structural and environmental monitoring.

- Autonomous System Laboratory and Communications and Signal Processing Laboratory: These two labs provide opportunities to research new ways of helping first responders
in times of crisis. Through cellular networks or wi-fi, both labs use drones as a method of establishing connectivity and offer students an inside look at one of today’s modern technologies.

For more information visit https://engineering.unt.edu/.

Discovery Park

UNT’s Discovery Park is the North Texas region's largest research park with nearly 300 acres of space dedicated to the sciences, technology and engineering. It includes a 565,000 square foot building, which is occupied by the College of Engineering, the College of Information and the Center for Information and Computer Security and supports interactive and multidisciplinary STEM (Science, Technology, Engineering and Mathematics) research, education and training that benefits students, faculty and the community, and expands economic development by developing industry-university partnerships.

About the University of North Texas

Since 1890, the University of North Texas (UNT) has been dedicated to providing excellent educational experiences to its students, while fueling the intellectual, economic and cultural progress of the Dallas-Fort Worth Metroplex, one of the largest, most dynamic regions in the United States. A student-focused public research university, UNT confers more than 9,000 degrees each year from its 13 colleges and schools and offers 103 bachelor’s, 88 master’s and 39 doctoral/professional degree programs, many nationally and internationally recognized. By providing access to quality educational experiences, welcoming diversity and strengthening collaborations with many educational, business and community partners, as well as building new partnerships across the globe, UNT’s faculty and staff work each day to prepare its over 38,000 students for the challenges they will meet in our changing world.

In addition, UNT is developing Discovery Park, a research park with technology incubator facilities on a 300-acre property near the main campus. UNT is located in Denton, which has ranked in the top 25 of the fastest growing cities of populations of 100,000 or more, since 2006. The University of North Texas is classified by the Carnegie Foundation as a Tier One University, one of 115 Universities across the country with the “Highest Research Activity”.

UNT is a nationally recognized university listed as one of the “Best of the West” by The Princeton Review. Among its many accolades, the UNT Environmental Philosophy program is recognized as the best in the world by the International Association for Environmental Philosophy; UNT has one of the nation's best music colleges, with areas of international distinction from early music to jazz; UNT’s online M.B.A. ranked as a Top 20 best buy among distance programs by GetEducated.com; UNT has been named one of America's 100 Best College Buys® for 18 consecutive years; UNT’s medical librarianship graduate program ranked 1st in Texas and 6th nationally by U.S. News & World Report; the university’s public administration master's program ranked 1st in Texas and 8th nationally by U.S. News & World Report. UNT “Firsts” include: First Jazz Studies program in the U.S.; First Undergraduate Emergency Administration and Planning program in the U.S.; First School Library Certification Program in the U.S. offered completely online; First Accredited Master's Program in Applied Behavior Analysis in the world; First and only Bachelor of Science Degree in Aviation Logistics at a Texas university.

Fostering global understanding and promoting cultural appreciation are central to preparing tomorrow’s successful global leaders. UNT’s strategic international partnerships seek to improve quality of life, facilitate the exchange of ideas and culture, and allow for important research addressing global issues. UNT hosts visiting scholars and faculty from more than 50 countries and offers global learning and experience programs in more than 37 nations. UNT's campus also benefits from a rich diversity of international students.

UNT continues to build on its legacy of conservation and environmentalism. UNT offers more than 50 courses with a sustainable focus, and faculty are searching for ways to reduce society's impact. UNT treads lightly in its daily operations -- the campus has a robust recycling program, fuels its vehicles with biodiesel, and is retrofitting buildings for greater energy efficiency while constructing new structures to meet the highest green building standards.

UNT possesses and values an increasing diversity among the individuals who make up its community -- this is one of the university's greatest strengths. UNT has a history of maintaining an unpretentious and accepting atmosphere that welcomes anyone who strives to achieve his or her personal best. At UNT, all members of the university community value, support, and respect each other and the educational benefits of diversity.
UNT’s class of 2021 is the largest in the university’s history with 2.8 percent growth over last year. Importantly, this class of new freshman includes many of the nation’s brightest students. The new freshman class includes 26 new National Merit Finalists, who join 29 returning finalists, bringing the total number of National Merit Finalists who choose to study at UNT to 55. In addition, the SAT score jumped 6 points to 1165, and the number of high school students from the Top 10 percent who chose UNT rose by 6.3 percent.

**North Texas: A Region of Opportunity**

As the only public university system based in the robust North Texas Region, the University of North Texas System is uniquely-equipped to provide its students with a wealth of job opportunities, plus entertainment, culture, shopping and professional sports.

**People.** During the last decade, the North Texas region was among the nation’s fastest-growing areas -- attracting significant job and population growth -- and today is the nation’s 4th-largest metropolitan area. Population growth in North Texas has fueled real estate development, as retailers and service providers expand to meet increasing demand. The growth has pushed Dallas and Fort Worth to redevelop and reenergize their downtowns, creating mixed-use buildings with residential, office and retail space and a high-end urban environment. While Dallas (population 1,281,047) and Fort Worth (population 812,238) serve as the biggest population centers, Denton -- home to our flagship University of North Texas -- has a population that exceeds 125,000. Overall, the Dallas-Fort Worth area is home to 6,954,330.

**Access.** Due to its central location and world class transportation infrastructure, North Texas is a major international gateway. The region excels in passenger air travel and air cargo operations with the nation’s third busiest airport, DFW International Airport; Dallas Love Field Airport, home to the largest domestic airline in the country; and the world’s first fully industrial airport, Fort Worth Alliance Airport. North Texas roads and rail lines are remarkable for delivery of freight products across the country. Our region ranks among the top three U.S. metropolitan areas for business expansions, relocations and employment growth. DFW’s young, highly educated workforce of over three million people is growing quickly, providing companies with the abundance of talent they need to make their business a success.

**Business Community.** North Texas has been a magnet for corporate headquarters and major company operations, attracting 21 Fortune 500 company headquarters and 41 headquarters among the Fortune 1000. A diverse group of household names such as ExxonMobil Corp., Texas Instruments, Toyota Motor North America, Inc., AT&T, American Airlines Inc., JCPenney Corp. Inc., Kimberly-Clark Corp. and Fluor Corp. call the region home, reflecting the area’s strong fundamentals when it comes to workforce, access and cost of doing business. DFW’s corporate powerhouse companies are distributed throughout the region, an indication of its strength and the quality of the workforce and ease of navigation between cities and corporate centers. Scanning the roster of major employers located here, it’s easy to see the breadth and depth of the business community, from high-tech industry leaders, telecommunications, logistics and finance to consumer brands that ease the daily lives of families across the globe. Dallas–Fort Worth’s diverse base of employers drives the region’s economic strength, pulling from a variety of industries so that growth is possible even during weak business cycles.

North Texas is regularly identified as one of the nation’s top markets for new and expanded corporate facilities. DFW attracts an impressive list of companies that spans diverse industries. Recent relocations to North Texas have included headquarters moves for Fortune 500 and Forbes Top Private companies such as GGNSC Holdings/ Golden Living, Fluor Corp., Comerica and AT&T. Expansions include important new distribution, logistics, or manufacturing centers for companies such as Amazon; Bed, Bath and Beyond; BMW; Galderma; and the single largest U.S. expansion in 2015, General Motors. Other expansions include new offices for 7-Eleven, American Airlines, Liberty Mutual, and State Farm to name a few.
Quality of Life. The selected candidate will discover an environment where professional satisfaction and career achievement are paired with optimal quality of life in an economically thriving and highly desirable locale. Denton, ranked the 5th best college town in the nation by livability.com, is known for its active music and arts scene; the North Texas State Fair and Rodeo, Denton Arts and Jazz Festival, and Denton Music Festival attract over 300,000 people to the city each year.

The Dallas–Fort Worth region is one of the most affordable in the country, a competitive advantage for companies as they seek both to keep labor costs low and to recruit the best workers. Employees in DFW enjoy a higher standard of living, with consistently lower costs for housing, groceries, transportation, and health care compared with workers in other major U.S. business centers. The region’s relatively low housing prices provide the strongest edge for companies that operate here, coming in more than 24 percent lower than the national average and more than 50 percent lower than many other major metropolitan areas.

There’s something for everyone in the Dallas–Fort Worth region, whether you’re looking for history, fine arts, amusement parks or professional sports. The region is home to professional teams in every major sport. The NFL’s Dallas Cowboys football team and the MLB’s Texas Rangers baseball team have state-of-the-art facilities located in Arlington, right in between the downtowns of Dallas and Fort Worth. Basketball and hockey fans can watch the NBA’s Dallas Mavericks and the NHL’s Dallas Stars play at American Airlines Center in downtown Dallas. And soccer fans can watch FC Dallas, an MLS team based in Frisco, a suburb north of Dallas. The area supports plenty of other family-friendly amenities as well, including two major zoos, one in Dallas and one in Fort Worth, and the Six Flags amusement park complex, which features both a water park and a theme park. The Fort Worth Stockyards offer a glimpse into the Old West, showcasing Fort Worth’s history as a key stop for cattle drives on the Chisholm Trail. Fair Park in Dallas is home to the State Fair of Texas, one of the largest state fairs in the country.

Job Specifications

- The chosen Dean will be a leader who can shape, articulate, lead and implement the purposeful, engaging, and dynamic mission of the College of Engineering in the twenty-first century, setting the scholarly and pedagogical tone of the unit, and spearheading academic initiatives. The ideal candidate will present an established scholarly record, academic credentials, and sufficient successful administrative experience along with a solid research portfolio and proven success in securing federal funding. The Dean will have an effective communicative style that will resonate internally and externally, and be comfortable and successful relative to external interactions with strategic business and industry partners and advancement opportunities.

- The Dean will bring solid experience to lead initiatives in academic and strategic planning which are consistent with the University's strategic plan and developed in collaboration with the faculty, that support the College's student enrollment and success goals, as well as faculty research, external funding, and engagement goals.

- As Chief Academic Officer of the College of Engineering, the Dean will oversee planning, curriculum development and evaluation for all academic programs, orchestrate provision of services to fulfill various needs of a diverse student body, and engage in personal teaching, research, and service efforts to remain current with the academic and professional field.

- The Dean will possess financial acumen to prepare an annual budget for the College to achieve its annual goals and objectives as they relate to the College's mission and vision, and skill to communicate this to the academic community.

- The Dean will recommend to the Provost and Vice President for Academic Affairs faculty appointments, reappointments, promotions, tenure, terminations and faculty awards, in light of the recommendations of the department chairs and faculty committees.

- The Dean will oversee the securing and maintaining of all professional accreditations for academic programs within the College and ensure compliance with SACS accreditation.

- The Dean will bring collaboration skills to work closely with CENGs Associate and Assistant Deans, Department Chairs as well as with the Deans and Directors of other university units. The Dean must be a leader with vision and imagination who will be credible to constituents and willing to work collaboratively at all levels.
• The Dean will support the University's commitment to inclusion, diversity, equity and access in all academic and personnel matters.

• The Dean will adhere to and foster high standards of ethical conduct, compliance with all applicable laws and regulations, appropriate financial oversights and controls, as well as safety, security, and confidentiality precautions related to the position.

• The Dean brings the skills to engage in fundraising and resource acquisition to meet current and future needs of the College. Fundraising skill and experience in seeking and acquiring sources of public and private support including donations and endowment funds for faculty positions, student scholarships/fellowships, and programmatic support, considered a strong plus. Ideal candidate demonstrates initiatives and achievements in collaborating with UNT Advancement to identify donors and alumni in fundraising and engagement activities to support college initiatives. Proven experience in securing grants and contracts is desired.

• The Dean will oversee and participate in efforts to attract and retain outstanding and diverse faculty, staff, and students and will bring proven capability to motivate and support high level faculty performance in teaching, scholarship, and service.

• As an ambassador of UNT and the College of Engineering, the Dean will represent the College in University planning and development; encourage interdisciplinary and collaborative activities among faculty, administrators, and the professional community inside and outside the University; and represent the College to external constituents at local to international levels, including alumni, professionals, researchers, and funding agencies.

• The Dean will be a long term strategist with demonstrated strategic focus, proven decision making skill, change management capabilities, and perseverance to achieve institutional objectives and well defined, multi-year strategic plans.

• The selected candidate possesses the skill to build trust and consensus among faculty, the ability to mobilize faculty toward a common purpose, to develop an atmosphere of academic teaching excellence, encourage scholarly achievement, enhance faculty opportunities to become recognized leaders, strengthen academic and executive leadership teams, and position the College to elevate its successes in academic program development and national prominence. Skill in data-driven management in evaluating, measuring and elevating faculty performance is key to success.

• The Dean is a visionary leader who inspires and serves as an advocate on behalf of faculty, skilled in assessing and addressing departmental effectiveness, policies and procedures, faculty workloads, rate of tenure awards, and consistency in compensation practices, while inspiring high morale across all departments and building a collaborative organizational culture among faculty, students and staff.

• The Dean will bring skill to advance outreach, constructive engagement, and service, with demonstrated ability to strengthen the College’s relations with local, regional and national institutions, associations and enterprises. The successful candidate will demonstrate the ability to leverage relationships with business and industry to provide opportunities for faculty collaboration as well as student research, internships and career opportunities.

• The Dean possesses excellent presentation, negotiation, verbal and written communication skills, with proven capacity to clearly and succinctly articulate the College’s mission and vision to internal and external constituencies. The ideal candidate will bring leadership acumen and astuteness to garner strong, continuous, and well-defined internal support at the highest levels of the institution on behalf of the College of Engineering as a vital academic component of the University.

• The Dean brings a demonstrated commitment to build a strong foundation and infrastructure to expand and enhance research, with the drive to promote the value of research and empirical scholarship at all levels from undergraduate students to senior faculty, along with the tactical management acumen to address resources needed for growth of the College, including personnel, space, and equipment. Experience and success in developing infrastructure, programs and relationships that result in sustainable, long term externally funded research programs. Experience in increasing diversification by reaching out on an international scale to potential students and developing collaborative research efforts internationally, is desirable.
• The Dean will demonstrate evidence of commitment to the concept of a student-centered university, possessing a strong student orientation and a commitment to preparing students for success in a global environment, and recognizing that all aspects of the College and University exist to facilitate learning and student development.

• The successful candidate is expected to have a terminal degree in an engineering and science field that is either currently represented in the College or fields closely related with potential expansion in the College; success as a scholar and teacher and academic accomplishments that qualify the candidate for the rank of professor in the College of Engineering. Successful experience earned in previous administrative roles such as department chair and an assistant or associate deanship, with demonstrated length of experience building other engineering programs, and working collaboratively with faculty across all engineering departments is desirable.

Attributes Desired

• Genuine. Not ego-centric. Demonstrates candor, authenticity, and passion that focuses on mutual respect and nurturing the success of colleagues and students while fostering excellence within the UNT community and beyond.

• An open and transparent management style that values people but also upholds the integrity of the academic process and the goals of the institution. Not a micro-manager. Participative, creates harmony, coaches and develops when needed, and a pacesetter that inspires faculty and staff to uphold high expectations.

• A strategic and visionary thinker who keeps abreast of what’s relevant today and stays on the leading edge of future developments in engineering and related fields.

• A growth-oriented leader gifted at energizing and motivating constituents, catalyzing growth, and building momentum and broad advocacy for programs capable of competing at high levels nationally.

• A leader who is credible to constituents and willing to collaborate at all levels.

• Possesses, adheres to and fosters a high level of ethical conduct reflected in accountability, transparency, honesty, and reliability.

• A diligent, strategy-driven decision maker who gathers and thoroughly evaluates input and data to make an informed decision and possesses the leadership courage to make decisions that may not be universally supported.

• An approachable, positive minded, likeable persona with a sense of humor and exceptional relational skills. Skill to rapidly gain confidences.

• Excellent presentation, negotiation, verbal and written communication skills. An energetic and highly visible leader who can articulate and communicate the institution’s mission and vision to internal and external constituencies.

• Effective social skills. Politically astute, yet not political. Ability to sell a point in a non-polarizing manner.

• Visible, accessible, and attentive, with responsive listening skills and active interest in the personal and professional development of others. Outstanding mentoring skills.

• Demonstrates mutual respect for diverse cultures and inclusivity and a commitment to a diverse faculty, staff, and student population.

Key Attractors

• Career making opportunity to lead, enhance, promote and grow the College of Engineering on behalf of a Carnegie-ranked R1 university that is the institution of choice for more than 38,000 students and one of the premier universities in the region and the country.

• As the chief academic officer overseeing a major College, make your mark in building a legacy of growth and success. Serve as a key catalyst in determining the future course and culture of the College of Engineering. Become a recognized leader within the larger community and nationally as the face and voice of Engineering for a University whose faculty, staff, students and alumni have a decisive impact locally - on one of the nation’s leading metropolitan statistical areas – as well as nationally and globally.

• Join a University that reached Tier 1 status in 2016 and is committed to continued growth and development as a National Research University. Enjoy an environment where staff stability is strong, where faculty quality is high, and where the University views the College of Engineering as a highly valued division, with unconstrained upside potential and strong support at the highest levels of administration and influence within the institution and the community.
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Unique opportunity to take part in helping develop UNT Discovery Park (https://engineering.unt.edu/about/discovery-park). The property - which is occupied by the College of Engineering, the College of Information and the Center for Information and Computer Security and supports interactive and multidisciplinary STEM research, education and training - offers the unique opportunity to expand economic development by fostering industry-university partnerships, building state of the art laboratories, and more.

Geography, climate, demographics, and ambiance combine to offer you a truly excellent place to live, with access to arts and cultural venues and opportunities in Denton and the DFW area. Family members will discover a warm, open community that offers an attractive array of activities, amenities, services and opportunities whether they are looking for top-notch education, meaningful employment, or simply a safe and comfortable place to live.

The University of North Texas prohibits discrimination and harassment on the basis of race, color, religion, sex, age, national origin, disability, disabled veteran status, Veterans of the Vietnam Era status, and sexual orientation in its educational programs, activities, admission, and employment practices. Additionally, the University prohibits retaliation against individuals who oppose such discrimination and harassment or who participate in equal opportunity investigations.

Send your resume, current bio/profile, and compensation to:
UNTEngineering@WhelessPartners.com

For more information or to discuss this position, contact:
Scott Watson, Corporate Officer and Managing Partner
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