



# NDSU NORTH DAKOTA STATE UNIVERSITY

## DEAN OF THE COLLEGE OF ENGINEERING

North Dakota State University (NDSU), a Land-Grant Carnegie Classification Research 1 institution, seeks an innovative and visionary Dean to lead its College of Engineering into a bold new era. The Dean will spearhead strategic efforts to increase undergraduate and graduate enrollment, align academic programs with evolving workforce needs, strengthen the college's research portfolio, and secure financial resources. The Dean will fuel the college's growth and impact by engaging in development and fundraising initiatives with key partners. The successful candidate will use the university's incentive-based budgeting model to ensure the college's financial health and drive strategic growth.

### COLLEGE OF ENGINEERING MISSION

"To prepare innovative problem solvers and create new knowledge to improve lives in North Dakota and beyond."

Today, 20% of NDSU's 100,000 living alumni have an NDSU engineering or computer science degree. The College of Engineering is the largest contributor to the engineering and computer science workforce industry in North Dakota. Alumni and industry partners are deeply engaged, serving various universities, colleges, and department advisory boards, councils, and committees.



A transformative opportunity lies ahead with the Richard Offerdahl '65 Engineering Complex scheduled to open in the heart of campus by Fall 2026. This \$100 million, cutting-edge facility will offer a state-of-the-art learning environment to enhance teamwork, communication, and interdisciplinary collaboration, elevate the student experience, promote faculty excellence in research, and support industry partnerships. Funding was provided by the State of North Dakota through a \$59 million appropriation and matched by \$41 million in gifts from industry partners and alumni within the past two years.

The College of Engineering departments include Agricultural and Biosystems Engineering; Civil, Construction, and Environmental Engineering; Electrical and Computer Engineering; Computer Science; Industrial and Manufacturing Engineering; Mechanical Engineering; and Air Force and Army ROTC. As of Fall 2024, the College has 2,486 students, 87 faculty, and 40 staff members. The NDSU Foundation employs multiple development officers to support the College of Engineering.

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## ROLES AND RESPONSIBILITIES

### LEADERSHIP AND STRATEGIC PLANNING

- Guide updates to the college's mission, vision, and strategic plan
- Align faculty resources to achieve long-term goals and vision
- Promote growth in strategic areas of instruction and scholarly activity
- Partner with the College of Engineering's Advisory and Advancement Board to identify opportunities and navigate challenges
- Lead College Council meetings and other regular meetings with direct reports
- Contribute to Dean's Council meetings, university leadership meetings, advisory committee meetings, and department meetings as needed



### RECRUITMENT AND RETENTION

- Lead efforts for recruiting and retaining undergraduate students
- Lead efforts for recruiting and retaining graduate students
- Enhance transfer agreements with two- and four-year partner institutions

### STUDENT AND FACULTY SUCCESS

- Support student and faculty success initiatives within the college
- Lead ABET accreditation efforts for the college's different programs
- Oversee the transition of the Richard Offerdahl '65 Engineering Complex to integrate the college and enhance the faculty/student experience
- Provide personnel oversight to recruit and retain a diverse, talented faculty and staff, supporting professional growth
- Build professional and industry connections to expand outreach and engagement for students and faculty



### INTEGRITY AND INCLUSION

- Establish and maintain ethical standards and a culture of integrity
- Foster an inclusive working and learning environment where all can flourish
- Support shared governance, promoting fairness, transparency, and regular communication

### FINANCIAL AND RESOURCE OVERSIGHT

- Oversee the college's incentivized budget model
- Manage essential operational processes (budget, PTE, reviews, reports, and student matters)
- Set financial goals and secure external funding from agencies, foundations, alumni, and private donors



### COMMUNICATION AND OUTREACH

- Direct communication with key stakeholders
- Collaborate with the NDSU Foundation on alumni/industry engagement and fundraising
- Represent the college and university with local, state, regional, and federal entities



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N O R T H D A K O T A S T A T E U N I V E R S I T Y

## POSITION REQUIREMENTS

### EDUCATION

- PhD Required

### REQUIRED QUALIFICATIONS

- Strong record of academic achievements warranting the rank of full professor in the College of Engineering
- Record of strategic and responsible fiscal, human, and resource management in academia, industry, or government
- Demonstrated ability to build relationships with internal and external stakeholders
- Successful record of fostering an ethical, collaborative, respectful, and inclusive work environment, with a commitment to advancing diversity and equity
- Effective communication skills
- Demonstrated experience working with external partners to solve social problems or meet workforce needs
- Demonstrated experience leading diverse units and stakeholders in pursuit of a shared vision

### PREFERRED QUALIFICATIONS

- Record of increasing undergraduate or graduate enrollment through recruitment, retention, or program development efforts
- Record of successfully facilitating accreditation processes, standards, and compliance
- Demonstrated understanding of the future landscape for the engineering and computer science disciplines
- Record of successfully partnering with others in fundraising efforts
- Demonstrated ability to secure external funding or support others in doing so
- Demonstrated commitment to shared governance in administrative leadership of an academic department or college
- Experience supporting the breadth of programs within the college
- Experience using RCM or incentivized budget models for fiscal management
- Experience using data and higher education metrics to make decisions
- Demonstrated commitment to working collaboratively with external stakeholders to advance the common interests between the university and surrounding communities

### APPLICATION PROCESS

NDSU has retained Academic Search as the College of Engineering Dean search consultant. Applications, nominations, and inquiries may be sent in confidence to [NDSUDeanEngineering@academicsearch.org](mailto:NDSUDeanEngineering@academicsearch.org). A complete application includes (as three separate PDF documents) a current CV, a letter of interest detailing how your education and experience align with the required and preferred qualifications, and a list of three professional references, with an explanation of the relationship. Although application materials will be accepted until the dean is selected, candidates should submit materials by January 10, 2025, for the most favorable consideration. When submitting a nomination, please include the nominee's full name, position, institution, and email address.

North Dakota State University is an Equal Opportunity Employer and all qualified applicants will receive consideration for employment without regard to age, color, gender expression/identity, genetic information, marital status, national origin, participation in the lawful off-campus activity, physical or mental disability, pregnancy, public assistance status, race, religion, sex, sexual orientation, spousal relationship to a current employee, or veteran status, as applicable. NDSU is committed to diversity and encourages applications from traditionally underrepresented groups. This position is exempt from North Dakota Veterans' Preference requirements.

NDSU is committed to providing access and reasonable accommodation in its services, programs, activities, education, and employment for individuals with disabilities. To request disability accommodation in the application process, contact Human Resources at 701-231-8961 or [ndsuh.r@ndsuh.edu](mailto:ndsuh.r@ndsuh.edu).

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## ABOUT NORTH DAKOTA STATE UNIVERSITY

Proud of and committed to its historic land-grant mission, NDSU is one of only 146 institutions in the country with the R1 Carnegie classification status as a top research institution. NDSU earned \$142.5M in external funding awards for FY24, the latest fiscal year that ended June 30. This is the highest annual awards total to date and represents an increase of 76% over the previous year's mark of \$80.9M.

NDSU is located in the vibrant and growing city of Fargo, North Dakota. Fargo is a regional healthcare hub, creating rich opportunities for research, collaboration and student experiences for our college. Along with its neighboring cities West Fargo and Moorhead, Minnesota, Fargo forms one of the largest metropolitan centers between Minneapolis and Seattle.

The community's population of more than 260,000 provides small-town friendliness mixed with the offerings of a large city. Fargo is an incredibly cosmopolitan area, with a steady and notable growth in its cultural and ethnic diversity over the past few years. Considering these trends, NDSU is actively engaged in attracting candidates from diverse backgrounds. NDSU genuinely values and encourages their contributions to making the campus reflect, embrace and meaningfully promote its diversity.

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 offers a lower unemployment rate, favorable tax structure, as well as a cost of living that is 8.1% less than the U.S. average. With higher than the national average investment per student, Fargo is proud of its public school system. It is a growing hub for economic development with multi-billion-dollar, industry-leading businesses located or headquartered in the region, including one of Microsoft's largest campuses and employment bases as well as three nationally recognized healthcare centers. The largest industry in the area is Healthcare and Social Services with the highest growth in the last five years and highest predicted growth for the next five years. To learn more about the area, visit [www.fargomoorhead.org](http://www.fargomoorhead.org); <https://liveinfmarea.com>; and <https://gfmedc.com>.

For further information on NDSU, visit <http://www.ndsu.edu>.

### NDSU LAND ACKNOWLEDGEMENT

We collectively acknowledge that NDSU, a land grant institution, sits 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 with gratitude Mother Earth and the Indigenous Peoples who have walked with her throughout generations. We will continue to learn how to live in unity with Mother Earth and build strong, mutually beneficial, trusting relationships with Indigenous Peoples of our region (see [www.ndsu.edu/inclusioncouncil/native\\_american\\_initiatives](http://www.ndsu.edu/inclusioncouncil/native_american_initiatives)).