

SEARCH PROFILE:

DEAN OF THE WERTH COLLEGE OF
SCIENCE, TECHNOLOGY AND MATHEMATICS



**FORT HAYS STATE
UNIVERSITY**

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Fort Hays State University (FHSU) is uniquely positioned to meet this moment in higher education through its mission, programs, affordability, and approach to applied learning, which all emphasize education that leads to meaningful employment, workforce readiness, community engagement, and upward economic mobility.

Fort Hays State University invites applications and nominations for the position of dean of the Werth College of Science, Technology, and Mathematics (WCSTM or Werth College). The successful candidate will be an administrative leader, collaborator, visionary, communicator, and successful teacher-scholar who respects the culture and history of this student-centered institution and understands the practice of great teaching and advising, the impact of research on the education of students, and the importance of professional service. The dean will work alongside the provost and Academic Affairs team to facilitate and deploy strategies for success for both the college and university in alignment with the [Academic Affairs Priorities](#) and [University Strategic Plan](#).

The successful candidate will be a strong team member who advocates for faculty and staff, demonstrates accountability, and balances quantitative data with human-centered judgment to inform decisions and measure success. The dean is a member of the Academic Council and Strategy Teams, the President's Cabinet, the Senior Leadership Team, and other university-level administrative and planning groups. The appointment is a 12-month academic administrative position reporting to the provost.

FHSU offers a [competitive benefit package](#).

The appointee will ideally take office in July of 2026.



ABOUT FORT HAYS STATE UNIVERSITY

Founded in 1902, FHSU is a leading, forward-thinking university of the Midwest with enrollment of more than 15,500 (including 4,500+ students on the Hays campus, a unique China partnership program with an enrollment of 4,000 students, and an online enrollment of over 7,000). More than 400 faculty and 500 professional staff members support and guide degree and certificate programs for associate's, bachelor's, and master's programs, and for the Doctorate of Nursing Practice, representing 31 departments within five academic divisions:

- College of Arts, Humanities and Social Sciences
- W.R. and Yvonne Robbins College of Business and Entrepreneurship
- College of Education
- College of Health and Behavioral Sciences
- Peter Werth College of Science, Technology, and Mathematics
- Graduate School

Fort Hays State University provides exceptional opportunities for students from Kansas, the region, and the world. The university attracts goal-oriented students who want premier learning experiences both inside and outside the classroom combined with one-to-one attention and support. FHSU students graduate with the knowledge, professional skills, and confidence to have a competitive edge in their chosen careers. Upon graduation, 95% of FHSU students find a job or placement in graduate school.



THE WERTH COLLEGE OF SCIENCE, TECHNOLOGY, AND MATHEMATICS

The Werth College houses the departments of Agriculture, Applied Technology, Biology, Chemistry, Computer Science, Geosciences, Mathematics, and Physics. The dean also oversees the University Farm, the Sternberg Museum of Natural History, and the Kansas Wetlands Center. The Werth College has approximately 100 full-time faculty and staff members; about 1,500 undergraduate majors, including 545 online and 130

international partnership students; and 55 graduate students. The college also makes significant contributions to the university's General Education program and to the Kansas Academy of Mathematics and Science, an early-college program for high-achieving high school students. Undergraduate students participate in technical, classroom, field, and lab experiences that many schools reserve for graduate students.



LEADERSHIP AGENDA

The expected leadership and managerial activities include:

Leadership

- Lead the vision, strategy, and goal setting for the college in alignment with the university's vision, mission, values, and strategic plan, as well as Academic Affairs priorities.
- Facilitate collegial governance and healthy morale within the college, including the hiring, development, and supervision of direct reports.
- Develop and maintain professional relationships and proactive communication with faculty, staff, students, and external constituents.
- Support activities relevant to research, professional development, community service/involvement, and campus activities for faculty and staff.
- Advocate, represent, and serve both internally and externally as the voice of the college, including both academic programs and public-facing outreach and service programs.
- Lead with accountability and courage and be solution focused.
- Nurture a culture of experimentation in academic programming, curricular and co-curricular pedagogy, scholarship, student success initiatives, and external partnerships.
- Facilitate student relationships and initiatives that advance the goals of the college.
- Display the skills of being an advocacy and administrative value-add to ongoing operations and projects and encourage experimentation with new initiatives, pedagogies, and recruitment strategies.

- Serve as a strong leader and public advocate for the college.
- Collaborate with the FHSU Foundation to cultivate and steward donor relationships.

Management

- Manage, empower, and evaluate personnel.
- Coordinate college-level processes including position control; tenure, promotion, and post-tenure reviews; enrollment management; recruitment initiatives; curriculum development; and awards.
- Effectively manage college budgets and financial resources.
- Ensure quality and continuous improvement of college processes and programs.
- Maintain direct, open, and honest two-way communication across the entire university.
- Support the recruitment and retention of faculty, staff, and students.
- Develop collegial working relationships with administration, members of the college, other Academic Affairs units, and university support units.
- Keep abreast of the developing trends and needs of STEM education, including new media and undergraduate research initiatives.
- Promote faculty, staff, and student academic citizenship and institutional values within the college and university communities.
- Commit to succession planning and develop collaborative relationships with university administration and external organizations.



ABOUT HAYS, KANSAS

Candidates will discover a locale where professional satisfaction and career achievement are paired with an optimal quality of life. Fort Hays State University is located in Hays, Kansas, a vibrant, growing community of over 20,000 that takes great pride in the University's presence. Hays is a celebration of historic and contemporary contrasts, evidenced in its frontier roots highlighted throughout the city and local museums and in its redeveloped downtown area where residents enjoy one-of-a-kind restaurants, unique shopping, and a vibrant arts scene. This community's commitment to the future inspires Hays businesses to reinvest locally.

A welcoming and family-centered community, Hays offers premier healthcare services, a growing high-tech and retail business community, and excellent Pre-K and K-12 schools in both the private and public sectors. The City of Hays has long been known as a safe community, and the FHSU campus is recognized by the National Council for Home Safety and Security in 2018 as one of the Top 100 Safest College Campuses in America. For entertainment, recreation, education, employment, or simply for a comfortable place to live, residents of all ages will find in Hays the elements that contribute to a safe, enjoyable, and fulfilling lifestyle. Linked [here](#) is an article describing the community.

QUALIFICATIONS

MINIMUM

- Earned terminal degree in a STEM or related field
- Record of academic administrative experience including both fiscal and supervisory responsibilities

PREFERRED

- A record of successful teaching and scholarly activity/research experience in a STEM-related field within the last 10 years
- Experience at a regional public university with a teaching-centered mission
- Experience with college processes including promotion, tenure, and program accreditation; curricular and co-curricular STEM education; community engagement; student success; applied learning; and/or professional development
- Experience with university initiatives including recruitment, retention, internal and/or external partnership development, internationalization, online learning, and/or strategic planning
- Experience with student success initiatives including, but not limited to, centralized advising
- Experience creating and sustaining collaborative workforce, industry, and educational pathway partnerships
- Demonstrated commitment to building an inclusive environment for faculty, staff, and students
- Demonstrated storytelling and communication skills including listening to learn and the ability to translate complex STEM work into compelling narratives for prospective and current students, legislators, workforce partners, donors, and the general public
- Demonstrated commitment to shared governance, consensus-building, transparency in leadership and management, and data-informed decision making





APPLICATIONS AND NOMINATIONS

APPLICATIONS

Applicants should submit the following materials to: <https://www.academicsearch.org/FortHaysDeanWCSTMApply>.

- A cover letter addressing the minimum and preferred qualifications outlined in this profile.
- A resume/curriculum vitae (CV).
- A one-page statement of contemporary trends and needs of STEM education.

Although the search remains open until the position is filled, for full consideration by the Search Committee, candidates should submit all application materials by **Monday, March 9, 2026**.

Semifinalists for the position will be invited for a confidential interview via Zoom. References may be requested at that time.

NOMINATIONS

Although nominations are not required to be considered for this position, leaders who know of outstanding candidates are welcome to submit confidential nominations by sending an email to ForthHaysDeanWCSTM@academicsearch.org. Please include the nominee's full name, position, institution/organization, and email address.

FHSU is committed to providing equal opportunity and access to its educational programs, employment, services, and activities in compliance with federal and state nondiscrimination laws. FHSU prohibits discrimination, harassment, and retaliation on the basis of race, color, national origin, ethnicity, religion, sex (including pregnancy, sexual orientation, and gender identity and expression), age, disability, genetic information, marital status, veteran status, or any other characteristic protected by applicable law in its programs, activities, admissions, or employment.

ABOUT ACADEMIC SEARCH

Academic Search is assisting Fort Hays State University 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.

