



Dean of College of Arts, Humanities, and Social Sciences

FORT HAYS STATE UNIVERSITY

EFL Associates, Inc.

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**FORT HAYS STATE
UNIVERSITY**

Forward thinking. World ready.

Fort Hays State University

Dean, College of Arts, Humanities, and Social Sciences



THE OPPORTUNITY

[Fort Hays State University](#) invites applications from and nominations of passionate, visionary, and inspiring leaders for the position of Dean, College of Arts, Humanities, and Social Sciences.

ABOUT THE UNIVERSITY

Fort Hays State University (FHSU) is a four-year state comprehensive university that is truly student-centered, exemplified by its emphases on exceptional teaching, engaged student mentoring, and proactive advising. FHSU was founded in 1902 as the Western Branch of Kansas State Normal School. The institution was originally located on the grounds of Fort Hays, a nineteenth century frontier military outpost. Today, FHSU is a leading, forward-thinking university of the Midwest, with student enrollment approaching 13,000 (including 3,700 on the Hays campus, unique partnership programs in China with enrollment of over 3,000 students, and FHSU Online with enrollment of over 6,000).

FHSU's mission is to develop the engaged global citizen-leaders our world needs today. The quality of the academic programs, the unmatched affordability, and the caring and supportive people make the "Tiger Nation" special.

- Fort Hays State University – [Strategic Plan](#)
- The FHSU campus is more than a collection of classrooms, labs and offices – [Campus Master Plan Update](#)

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 attend graduate school.

Over 400 faculty and more than 500 professional staff support and guide degree and certificate programs for the associate's, bachelor's, and master's programs, and for the Doctorate of Nursing Practice, representing 31 departments within these 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



THE LEADERSHIP



Dr. Tisa Mason
President

At Fort Hays State University, we believe tomorrow is made by thinkers and doers who turn ideas into action. Grit and determination are part of our shared DNA, and we know there is triumph in a job well done. We turn challenges into opportunities, and we are at our best when the going gets tough.

“There is no place like home” is the phrase I spoke from my heart as I was announced as the 10th president of Fort Hays State University. The phrase clearly signifies that I have a strong affinity for Fort Hays State University. A home isn’t just a place where you live. It is where your heart dwells. It is a place where we feel our best. It is a safe place – a place I feel free to be myself; to live and lead authentically.

Home is also about relationships with the people who create an atmosphere of being part of something truly wonderful – people I trust and know to be valued colleagues who care deeply about students and serve with a spirit of positive restlessness, people who are always evolving and innovating in ways that matter.

The Tiger Nation is a diverse and welcoming community, dedicated to sharing ideas and serving the greater good. On-campus, online and all over globe, we invest in close and lifelong relationships that nurture the humanity in all of us, and our work brings the world closer to the plains of Kansas. On behalf of this great and expanding community, I encourage you to visit us in Hays, America. I think you will find both a great college town and an innovative campus and online community of teacher-scholars and professionals dedicated to our shared mission of developing engaged global citizen-leaders.



COLLEGE OF ARTS, HUMANITIES AND SOCIAL SCIENCES

The College of Arts, Humanities, and Social Sciences is the heart of the University, offering a wide array of liberal-arts programs that will expand horizons and prepare students for a profession and for life. In an age of information, the College prepares students to be critical, thoughtful, and analytical, in order to assume a place in society where these skills are needed most. The programs help students become a better artist, thinker, writer, and speaker. The College offers more than an education—it helps shape students into the best citizen-leaders they can be.



THE POSITION

The successful candidate for the position of Dean, College of Arts, Humanities, and Social Sciences will possess a strong ethical orientation and forward-thinking vision. The Dean will be a strong team leader and member who values students, and advocates for College faculty, staff, and the needs of the university community, while cultivating impactful relationships internally, locally, nationally, and globally. The Dean is a member of the Provost's Academic Council, President's Cabinet, Senior Leadership Team, and other university groups and committees related to administrative and planning activities.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Lead development of the vision, strategy, and goals for the college in alignment with the strategic plans of the university and the Kansas Board of Regents
- Lead strategic initiatives including recruitment, retention, promotion, tenure, and program review
- Facilitate collegial governance and healthy morale of the college, including the hiring, development, and supervision of direct reports
- Develop and maintain professional relationships and proactive, honest communication with faculty, staff, students, and other constituents while serving as an advocate, a representative, and the voice of the college
- Effectively manage college budgets and financial resources
- Coordinate college level processes including tenure/promotion, curriculum development, and college level faculty and staff awards
- Commit to succession planning at the college and departmental level

- Develop collegial working relationships with administration, other academic affairs units, university support units and external organizations
- Support institutional and college diversity and inclusion, including the recruitment and retention of diverse faculty, staff, and students
- Lead with accountability, courage, and be solution-focused
- Maintain open and honest two-way communication with the provost, direct reports, and other entities across the institution
- Collaborate with the FHSU Foundation to cultivate and steward donor relationships

POSITION REQUIREMENTS

- Earned terminal degree from a regionally accredited institution
- Record of academic administrative experience, including both fiscal and supervisory responsibilities
- An understanding of the unique needs of online and international learners
- Demonstrated commitment to shared governance, consensus-building, transparency in leadership and management, and data-informed decision making





THE COMMUNITY

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 21,000 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

Hays, Kansas has been recognized as a great place to live, work, play, and do business. BizJournals.com ranked Hays as one of the top three Midwest small towns for "where to find the best quality of life," and the Chestnut Street District was ranked as "The Most Beautiful Main Street in Kansas" by MSN in 2019. Hays boasts superb health care, outstanding public schools, youth sports, vibrant arts, symphony, parks, golf, hiking, biking, fishing, and boating.

Relevant websites that provide meaningful information:

Visit Hays, KS www.visithays.com

City of Hays, KS <https://www.haysusa.com>

APPLICATION & NOMINATION PROCESS



EFL Associates (<https://eflassociates.cbiz.com>), an executive search firm, is assisting Fort Hays State University with its search for this important leadership position. All calls and inquiries should be made through the search firm. Nominations and applications will be held in confidence. Review of applications will begin immediately and will continue until the position is filled.

APPLICATION PROCESS

- **STEP 1:** Complete a brief online application (2-3 minutes)
 - <https://www.surveymonkey.com/r/FHSU-AHSS>
- **STEP 2:** Send us your résumé or curriculum vitae (no Cover Letter is required):
 - Send in **PDF format** please
 - Send to ApplyHigherEd@EFLAssociates.com
 - ***Email subject line should read – “FHSU – Dean AHSS Application”***

KEY DATES

- Application deadline is January 13, 2023
- Semifinalist Interviews via video call are scheduled for January 31 and February 1, 2023
- On Campus Interviews are scheduled for the week of February 26, 2023
- The desired start date is July 2023, but is negotiable

CONFIDENTIAL INQUIRIES

Steve Waldron, JD

VP & Managing Director, Higher Education Practice

816-945-5423 (direct)

Email: swaldron@eflassociates.com

NOMINATIONS & APPLICATION QUESTIONS

If you would like to provide a nomination, please email all pertinent information (including an email address and phone number of the nominee) to:

Edith Ketay

Program Manager, Higher Education Practice

816-841-4001 (direct)

Email: Edith.Ketay@EFLAssociates.com