

# SOUTHERN ILLINOIS UNIVERSITY EDWARDSVILLE

## DEAN School of Engineering

### Position Summary

Southern Illinois University Edwardsville (SIUE) invites nominations and applications for the position of Dean of the School of Engineering (SoE). The University seeks a transformational, pragmatic, and dynamic leader who can ensure the ongoing vitality and future development of the School, with clear dedication to its mission, commitment to research and discovery, and engagement in the region.

Reporting directly to the Provost and Vice Chancellor for Academic Affairs, the Dean acts as an institutional academic leader and the School's most steadfast advocate. The successful candidate will work diligently to strengthen the organization by developing and executing a strategic plan that builds a collaborative vision for the future of SoE, fosters external partnerships, and ensures the School remains a hub of innovation, inclusivity, and regional economic development.

### About the School

Since 1982, the SIUE School of Engineering has prepared students to meet the growing needs in our region and nation for more engineers, computer scientists, and construction managers. Fueling the prosperity of our region, the School has graduated more than 4,500 engineering professionals. More than 60 percent of our graduates have taken positions in the St. Louis Metro area.

The SIUE School of Engineering is one of the most comprehensive engineering schools in the region, offering a broad collection of professionally accredited engineering programs:

- Civil Engineering - BS, MS
- Computer Engineering - BS, Minor
- Computer Science - BA, BS, MS, Minor
- Cybersecurity Engineering – BS
- Construction Management - BS, Minor
- Electrical Engineering - BS, MS, Minor
- Industrial Engineering - BS, MS, Minor
- Mechanical Engineering - BS, MS, Minor
- Mechatronics and Robotics Engineering – BS
- Surveying & Geomatics - BS
- Engineering Science - Cooperative PhD with SIUC

Increasingly high demand to enroll in the School, rising academic qualifications of applicants, and a nearly 100 percent placement of graduates in the engineering industry are clear testimonies to the quality of engineering education at SIUE.

### Our Vision

The vision of the School of Engineering is to be a partnership of faculty, students, staff, alumni, and other professionals who work together to provide the highest quality education and maintain innovative resources that support the technical growth and economic development of this region.

### Our Core Values

- Technical excellence in our disciplines
- Desire for excellence in all we do
- Respect for the rich diversity of humankind
- Effective communication capabilities
- Ability to provide leadership in innovative multi-disciplinary teams
- Social, civic, and political responsibility built on an understanding of contemporary issues
- Commitment to ethical professional conduct and practice
- Environmental stewardship
- Independent and innovative thought
- Pursuit of lifelong learning

We value innovative curricula and an educational environment that fosters intellectual excitement among our students and encourages them to reach their highest level of intellectual potential.

We value our people as our most important asset. We strive to provide a supportive work environment for our faculty, staff, and students. We encourage their pursuit of scholarly/professional activities and recognize intellectual accomplishments. We value innovation and interdisciplinary activities as driving forces in emerging technologies and beneficial to the education of our students.

We value our educational philosophy that emphasizes a balance between theory and application. We believe it is essential that each student be well grounded in basic fundamentals. We value hands-on laboratory work as an essential part of the learning process. We encourage student/faculty interaction in the laboratories, classrooms, and elsewhere.

We recognize and value the need for a complete education that creates an appreciation for the arts, literature, religion, and the many other areas that are fundamental to the quality of life.

We value high quality leading-edge research by our faculty and students that contribute to the advancement of our disciplines. We believe research is a means of enabling our faculty to deliver a state-of-the-art education to our students. We respect both basic research aimed at the development of new knowledge and application research that converts knowledge into useful products and services.

We value a diverse faculty and student body. We place special emphasis on recruiting students and faculty from underrepresented groups.

We believe in contributing our resources for the benefit of the community and professions we serve. We seek to build partnerships with all groups who share a common interest in contributing to the economic growth of our region.

## Leadership Priorities

The Dean will provide collaborative and transparent direction in the following core areas:

### Strategic Vision & Organizational Culture

- Vision with Realism: Develop an ambitious, strategic vision for the School in partnership with internal and external stakeholders. Pair this vision with operational realism, ensuring new initiatives are sustainable and respect the capacity of the unit.
- Capacity for Change: Foster a cohesive culture centered on a common purpose. Proactively secure external funding to bridge resource gaps, ensuring strategic initiatives are supported without placing undue burden on existing faculty and staff.

### Academic Excellence & Innovation

- Interdisciplinary Collaboration: Possess the interdisciplinary fluency to navigate and bridge the unique cultures, priorities, and communication styles of various academic and administrative departments, ensuring all disciplines are valued, resourced, and integrated into the School's strategic direction. Intentionally foster connections with the other schools and disciplines to ensure graduates have optimal opportunities to benefit from integrative learning.
- Innovation & Accreditation: Cultivate an ecosystem that connects faculty research with industry needs. Oversee continuous curriculum improvement and ensure all eligible programs achieve their full potential and ABET or ACCE accreditation.

### Faculty & Staff Success

- Supporting the Teacher-Scholar: Foster professional growth by recognizing the challenges between teaching, research, and service. Balance the competing demands upon faculty time providing support that facilitates and enhances productivity.
- Recruitment & Development: Employ a transparent leadership style to attract, retain, and promote highly qualified faculty and staff, and secure the resources necessary to support their ongoing professional development.
- Support for Staff Success: Provide the essential tools, training, and resources necessary for staff development, recognizing their critical role in the School's operations, and fostering an environment that empowers their professional growth.

## Resource Generation & Fiscal Stewardship

- **Fundraising & External Support:** Be an entrepreneurial leader who manages a portfolio of donors and collaborates with the Office of Advancement. Lead efforts to secure and grow philanthropic, industry, and government funding to support the School's mission including but not limited to expanding student scholarships, creating endowed professorships, and securing investments in space, upgrading labs and research infrastructure, etc.
- **Fiscal Responsibility:** Manage the School's budget transparently and efficiently, ensuring that financial decisions prioritize the wellbeing of the community and strengthen the academic mission.

## Diversity, Equity, Inclusion, & Student Success

- **Abiding Commitment to DEI:** Champion initiatives that close equity gaps in student retention and graduation rates and ensure the recruitment and retention of faculty and staff reflect the diversity of the student body the School serves today and aspires to serve in the future.
- **Applied Learning:** Establish programs that allow students to identify real-world problems and seek solutions. Strengthen partnerships with regional business leaders to open new doors for internships and pathways to employment.

## Minimum Qualifications

- **Education:** Earned doctorate in one of the disciplines represented by the School or a closely related field.
- **Academic Rank:** A record of sustained research, teaching, and scholarly activities – demonstrated by publications in high-impact, peer-reviewed venues and a history of securing competitive external funding – sufficient for appointment as a tenured Full Professor within one of the School's departments.
- **Administrative Experience:** A record of impactful academic leadership with demonstrable achievements in overseeing complex budgets, successfully guiding accreditation cycles, and implementing strategic plans or launching new programs that anticipate future industry needs and technological advancements.
- **Communication & Integrity:** Excellent written and professional communication skills, with a demonstrated record of effectively engaging diverse internal and external stakeholders.

## Preferred Qualifications

- **Transparent & Ethical Leadership:** A track record of accountable decision-making that upholds shared governance, institutional policies, and inspires confidence among the faculty and staff.

- Consensus Builder: A leadership style that is decisive yet pragmatic and inclusive; evidence of collaborative leadership to successfully lead shared initiatives, special projects, or program efforts.
- Dynamic Leadership: A demonstrated record of implementing initiatives that translate strategic ideas into action, inspiring faculty excellence in teaching and research while actively supporting staff operational outcomes.
- Industry Engagement: A documented history of cultivating successful industrial partnerships that directly enhance student employment pathways and research collaborations.
- DEI Leadership: Evidence of specific, interventions or programs to improve diversity in recruitment or outcomes for underrepresented groups.

## Salary and Benefits

The anticipated salary range for this position is \$195,000 to \$225,000, commensurate with qualifications and experience. Excellent benefits package included.

<https://www.siu.edu/employment/benefits.shtml>

## Application and Nominations

The Dean of SOE Search Advisory Committee invites confidential inquiries, nominations, and applications (letter of interest, resume/CV and contact information for at least five professional references) to be submitted to the search firm assisting the Southern Illinois University Edwardsville. References will not be contacted without prior notification to candidates. Confidential review of materials will begin immediately and continue until the appointment is made. It is preferred, however, that all nominations and applications be submitted prior to April 1<sup>st</sup>, 2026.

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SIUE is a state university – benefits under state sponsored plans may not be available to holders of F1 or J1 visas. Applicants will be subject to a background check and/or drug screening prior to an offer of employment.

Southern Illinois University Edwardsville is an Equal Opportunity Employer committed to an inclusive and diverse workforce. We will not discriminate against any person on the basis of race, national origin, religion, disability, age, marital status, sex, sexual orientation, or veteran's status. We encourage applications from women, minorities, protected veterans, and people with disabilities. In compliance with the ADA Amendments Acts (ADAAA), if you have a disability and would like to request an accommodation in order to apply for a position with Southern Illinois University Edwardsville, please call 618-650-2190 or email [EmploymentHR@siue.edu](mailto:EmploymentHR@siue.edu).