

# SEARCH PROFILE:

DEAN OF THE SCHOOL OF SCIENCE



**SAINT MARY'S**  
COLLEGE OF CALIFORNIA

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**Saint Mary's College (SMC) seeks a new Dean of the School of Science (SOS). The new Dean must be an innovative, strategic, and collegial academic leader who understands the mission of Saint Mary's College; is committed to inclusive excellence, social justice, and student success; and will be a champion for the School. Ideally, the new Dean will take office by July 2024.**



## ABOUT SAINT MARY'S COLLEGE

Grounded in its Lasallian, Catholic, and liberal arts heritage, Saint Mary's College is a student-centered learning community committed to transformative, equitable, and inclusive teaching; the passionate pursuit of knowledge; and, expansive access to a practical education that empowers students to make lasting change in the world. For 160 years, SMC has emphasized service, pursued justice—social, economic, and racial—and developed respectful partnerships with underserved communities. The College in the twenty-first century celebrates the three traditions which have sustained it since its earliest years: the classical tradition of liberal arts education, the intellectual and spiritual legacy of the Catholic Church, and the vision of education enunciated by Saint John Baptist de La Salle and developed by the Brothers of the Christian Schools and their colleagues for more than 300 years.

SMC is home to 2,800 students and approximately 500 faculty and 400 staff. Situated on 420 acres, nestled in the rolling hills of Moraga, the campus is just 23 miles east of San Francisco—with white Mission/Renaissance-style buildings and has been called the most beautiful campus west of the Mississippi.

The student-faculty ratio at Saint Mary's College of California is 9:1 and 60% of its classes have fewer than 20 students. The most popular majors include Business, Management, Marketing, and Related Support Services; Education; Liberal Arts and Sciences, General Studies, and Humanities; Psychology; Social Sciences; Biological and Biomedical Sciences; Parks, Recreation, Leisure, Fitness, and Kinesiology; Communication, Journalism, and Related Programs; English Language and Literature/Letters; and Visual and Performing Arts.

### UNIVERSITY ACCOLADES

Saint Mary's College of California earns a special place in the prestigious guidebook [Colleges That Change Lives: 40 Schools That Will Change the Way You Think About Colleges](#). The publication is widely recognized as essential reading for college-bound students—and valued by discerning parents—for the way it identifies colleges that offer life-transforming educational experiences. Saint Mary's is the only Catholic college and the only California college in the history of the 40-school list. The average freshman retention rate, an indicator of student satisfaction, is 85%.

In addition, SMC has received recognition from multiple national organizations:

- No. 4 in the 2022-2023 edition of Best Colleges is Regional Universities West
- No. 64 of 166 Best Catholic Colleges in America
- No. 77 of 378 Best Hispanic Serving Institutions
- No. 110 of 458 Best Colleges for Sports Management

### MISSION AND VISION STATEMENTS

#### Mission

Grounded in its Lasallian, Catholic, and liberal arts heritage, Saint Mary's College is a student-centered learning community committed to transformative, equitable, and inclusive teaching, the passionate pursuit of knowledge, and expansive access to a practical education that empowers students to make lasting change in the world.

#### Vision

Saint Mary's College will become a leading innovative, national Catholic university that inspires minds, touches hearts, and transforms lives.

## ABOUT SAINT MARY'S COLLEGE (CONT.)

### **INCLUSIVE EXCELLENCE AND ACADEMIC PROGRAMS**

Saint Mary's is a comprehensive liberal arts university offering undergraduate and graduate programs that integrate liberal and professional education built upon a foundation of Catholic, Lasallian, and liberal arts traditions. A challenging curriculum, exceptional faculty, and a focus on student success prepare learners for rewarding careers and full lives.

The core Lasallian principles of social justice, faith in the presence of God, respect for all persons, inclusive community, and quality education are reflected in every aspect of campus life and learning. The liberal arts tradition at Saint Mary's College seeks to educate and engage the intellect in an attempt to resolve the great questions that arise from common human experience through a search that probes for fundamental principles and causes.

This approach develops the intellectual abilities of the whole person, preparing students for life beyond the knowledge and skills needed for any particular profession. It develops critical thinking, an understanding of and respect for different ways of knowing, and a desire for lifelong learning.

### **FACULTY**

The College is, in every sense, a community of scholars. Faculty members are teacher-scholars. They are selected for their dedication to and skill in teaching, as well as for their desire to share their passion for learning and discovery. Saint Mary's faculty are deeply committed to teaching and interacting with students, while also being accomplished scholars. They are active members of a close community characterized by small classes, lively discussion, and deep relationships.

The small size of the College and the commitment of its faculty foster an extraordinarily close and informal relationship between faculty and students. Faculty members are available to students not only in the classroom but outside it as well, for academic advice, guidance, and mentoring. Faculty teach courses at all levels, from first year through graduate, and faculty members make themselves available to students at all levels. Our small class size and faculty advising system to foster close and frequent contact between professors and students.

The College values faculty scholarship because it enhances the intellectual vitality of the faculty and directly animates the entire campus community. Scholarly research ensures that faculty members have a thorough and up-to-date knowledge of the subjects they teach, as well as the appropriate pedagogy in those fields. As part of a community committed to shared inquiry and active learning, faculty scholar-teachers provide models from which students can learn the value and techniques of inquiry, and from which they can learn to value the life of the mind.

The College prides itself on a faculty of remarkable distinction and continually renewed commitment to scholarship and teaching.



## ABOUT SAINT MARY'S COLLEGE (CONT.)

### ACADEMIC ORGANIZATION

Saint Mary's College is organized into four schools that provide programs of study for students at the undergraduate and graduate levels.

[The School of Science](#) offers the degree of Bachelor of Science in 10 major fields; the Bachelor of Arts in seven major fields; and the degree of Professional Science Master's in Biotechnology. A dual degree program in engineering requires three years at Saint Mary's and two years at an engineering school.

[The School of Liberal Arts](#) offers the degree of Bachelor of Arts in 23 major fields and the Bachelor of Arts in the Integral Program; Bachelor of Science in Kinesiology, Exercise Science; Master of Arts in Kinesiology; Master of Arts in Communication; Master of Fine Arts in Creative Writing and Master of Fine Arts in Dance; and a BA degree completion in the Performing Arts.

[The School of Economics and Business Administration](#) offers the degree of Bachelor of Science in eight major fields, as well as the Bachelor of Arts in three major fields. It offers the degree of Executive DBA; Professional Master of Business Administration, Executive MBA, Online MBA; and, the degree of Master of Science in Accounting, Business Analytics, Finance, and MS in Management and Technology.

[The Kalmanovitz School of Education](#) offers undergraduate courses in teacher education and leadership, as well as a BA completion program. Seventeen programs in the School of Education include preliminary teaching credentials, pupil personnel services credentials, an administrative services credentials, and a bilingual authorization certificate in Spanish. The School also offers licensure programs in marriage and family counseling and clinical counseling, as well as master's degrees. An Educational Specialist Degree in School Psychology and a Doctorate in Educational Leadership are also offered.

### SIGNATURE ACADEMIC PROGRAMS

#### [Saint Mary's Core Curriculum](#)

The Core Curriculum consists of skills, knowledge, and values that provide the foundation of undergraduate student learning at Saint Mary's College. It is an intentional, developmental, and integrated program of study in four broad intellectual areas: Habits of Mind, Pathways to Knowledge, Theological Understanding, and Engaging the World.

#### [Collegiate Seminar](#)

Since 1941, Collegiate Seminar has been central to the undergraduate experience at Saint Mary's College. The program, revised and renewed over time, seeks to engage students in a critical and collaborative encounter with the world of ideas, as expressed in great and challenging texts of the Western tradition, considering

those texts in dialogue with texts and ideas from other traditions. Attending to the dialogue among writers and traditions, students take part in the Great Conversation. The program seeks to help them develop as curious, thoughtful members of an intellectual community, able to think clearly, critically, and collaboratively, and to articulate their ideas effectively in speech and writing - powers that will serve them for the rest of their lives.

#### [January Term](#)

Since 1970, January Term (Jan Term) has offered both undergraduate students and faculty the opportunity to explore courses and experiences that depart from the constraints of the regular semester. During this term, students are encouraged to explore beyond their major, minor, or core requirements. Each year, faculty develop a new curriculum composed of content and approaches designed to stimulate the imagination and experiment with both subject matter and technique.

Like Collegiate Seminar, all undergraduate students and faculty from across the College participate in Jan Term. Students and faculty are freed from disciplinary constraints to create innovative learning experiences. The College offers both on-campus courses and off-campus travel courses throughout the United States and many parts of the globe. Many courses emphasize experiential learning through service, community-based research, and on-site learning relevant to the region.

#### [Academic Support & Student Success](#)

The College has a robust academic advising staff and strong support services for all types of students. Free tutoring gets high praise both from students who identify themselves as quick learners and from those who admit they are struggling. Staff members at the Tutorial and Academic Skills Center also give small-group and one-on-one workshops to boost study and time management skills, teach note-taking strategies, and enhance reading comprehension.

For first-generation and low-income students, Saint Mary's offers an impressive High Potential Program (HPP) that smooths students' transition to college. For two weeks in the summer, about 40 incoming students live on campus and sample collegiate courses so they understand what's expected of them. They learn about on-campus resources and get to know one another. In addition to a regular faculty adviser, each student has a specially trained HPP adviser. Upper-class peer mentors help with social adjustment.



## THE SCHOOL OF SCIENCE

The School of Science is dedicated to developing students into change agents, ready to tackle the most pressing problem of our time through a rigorous curriculum with a strong focus on experiential learning and real-world applications. The School empowers students to become confident scientists who are curious and collaborative thinkers. Faculty-student interactions are supported by innovative, experiential, and interdisciplinary learning both inside and outside the classroom. Our faculty are encouraged to reflect on their own identities, experiences, and Lasallian values as teacher-scholars. This enables them to be skilled advisors, mentors, and role models for our students and junior faculty. We are committed to sustainability initiatives in our teaching, research, and operations and foster a culture that values diversity, equity, inclusion, and belonging. Our students recognize their disciplinary experience as part of a robust liberal arts education. This enables them to focus on problems of social significance and to be successful and competitive in a variety of career options.

The School of Science includes the following departments and programs: [Biochemistry](#), [Biology](#), [Chemistry](#), [Dual Degree Engineering](#), [Environmental & Earth Science](#), [Health Science](#), [Mathematics & Computer Science](#), [Physics & Astronomy](#), and [Psychology](#). The School has recently launched a new Professional Masters in Biochemistry and is developing new initiatives that include 4+1 degree programs.

### UNDERGRADUATE MAJORS OFFERED IN THE SCHOOL OF SCIENCE:

- [Biochemistry](#) (BS)
- [Biology](#) (BA, BS)
- [Chemistry](#) (BA, BS)
- [Computer Science](#) (BA, BS)
- [Environmental and Earth Science](#) (BA, BS)
- [Health Science](#) (BA, BS)
- [Mathematics](#) (BA, BS)
- [Physics and Astronomy](#) (BA, BS)
- [Psychology](#) (BS)
- [Dual Degree Engineering Program](#)

Incoming first year students also have the opportunity to join a residential community of science students. For details, see Living and Learning Communities.

The academic programs of the School of Science are designed to provide preparation for a wide variety of scientific and professional careers. Graduates obtain advanced degrees (MS, PhD) in many mathematical and scientific disciplines, going on to serve in higher education and research. Graduates enter professional schools in health care areas such as medicine, dentistry, veterinary medicine, physical therapy, and pharmacy. They may pursue careers in all of the major fields of engineering through the [Dual Degree Engineering, BA+BS](#). Many graduates of the School find satisfying careers in secondary schools, business and industry, and government service. Saint Mary's also offers a Professional Science Master's degree program in Biotechnology.

## THE SCHOOL OF SCIENCE (CONT.)

While teaching is the primary focus for the faculty, the School has also established a strong record of research and successful external funding. For example, faculty have recently received the following awards:

- *NSF Robert Noyce Teacher Scholarship Program - Preparing Humanizing and Culturally Relevant STEM Teachers through STEM Teacher Education Grounded in Justice, Community, and Leadership* – \$1,199,875 award, 2023 – 2028.
- *NSF HSI Grant - HSI Implementation and Evaluation Project: First year approaches to enhance science identity and STEM persistence* - \$499,834 award, 2022 – 2026.
- *NSF S-STEM Grant – Mentored Access to Success in Undergraduate Science and Engineering Programs* - \$999,514 award, 2019 – 2024.

### FACILITIES

#### GEISSBERGER OBSERVATORY & OBSERVING PAD:

The observing pad is a paved outdoor space surrounded by reclined benches, with access to 40 high-end Zeiss binoculars and 6 Stellarvue 4" diameter telescopes for student use in introductory and upper-level astronomy courses. The Observatory also includes a robotic mounted 16" diameter research telescope, perfect for studying variable stars and searching for transiting exoplanets.

**BROTHER ALFRED BROUSSEAU HALL:** The 56,000-square-foot Brousseau Hall is a research and teaching hub that houses the offices and research spaces of faculty members in Biology, Biochemistry, Chemistry, Psychology, and Environmental and Earth Science. The building has 17 cutting-edge teaching labs, the Dennis E. Meiss NMR Research Laboratory, the John Magaddino Neuroscience Laboratory, imaging facility with

a confocal microscope and gel imaging equipment, BSL-1 and BSL-2 cell culture facilities, Advanced Chemical Instrumentation Labs, Computation Lab, and multiple walk-in environmental chambers.

**THE PSYCHOLOGY CENTER:** Unveiled in May of 2013, the Psychology Center provides a vibrant space for faculty and students to come together and collaborate on teaching, learning, and research. The architecture is designed to maximize interactions and foster community among all members of the Psychology department. Thirteen faculty offices are organized in two wings off of a central lounge with comfy couches and tables where students regularly gather to study and socialize. There's also a dedicated Psychology classroom and research space set up with computer facilities, simulation labs, and adjoining cubicles with one-way glass for observational research.

**GALILEO HALL:** One of the original buildings on campus, Galileo Hall is home to small and stadium-style classrooms, as well as physics laboratories where students conduct experiments on topics ranging from motion to quantum mechanics. Several student communities and study spaces are available for including the Math Pedagogy Center, the Physics and Engineering Student Lounge, and the Computer Science Laboratory. The Departments of Math, Computer Science and Astronomy also have faculty offices in the building.

**MARIE CURIE STEM CENTER:** The Marie Curie STEM Center offers free peer tutoring to students enrolled in STEM courses five days a week (Monday – Thursday and Sunday). The newly renovated Center has two small-group study rooms equipped with SMART technology. The main study room is equipped with whiteboard tables for small groups and one-to-one tutoring. Students may also access computers and a STEM textbook library during tutoring hours.







## THE LEADERSHIP OPPORTUNITY

The College is seeking a Dean who will inspire excellence and innovation in pedagogy, student learning, and academic programs and who embraces the College's mission and distinctive heritage as a Lasallian, Catholic college. The next Dean will be dynamic leader who combines a deep passion for liberal arts with the academic, financial, and strategic acumen to offer strong, collaborative, and transparent leadership within the community.

In February of 2023, the College launched its new Strategic Plan, [Transformation 2028: Our Centennial Year in Moraga](#). Developed through an integrated and community-engaged process the plan identifies the key goals and strategic priorities for the College for next five years .

The Plan builds on SMC's legacy, recognizes the landscape facing the College and rests upon four foundations:

- Ensure the College's financial stability and sustaining our mission and propelling it into the future.
- Deepen our commitment to our Lasallian Catholic and Liberal Arts heritage.
- Advance diversity, equity, inclusion, and belonging across our campus community.
- Exhibit leadership in social justice education, research, and advocacy.

### THE PLAN DEFINES 11 KEY STRATEGIC PRIORITIES:

1. Extend our Reach and Expand our Impact.
2. Launch Innovative and In-Demand Academic Programs.
3. Empower All Students for Success at Saint Mary's and Beyond.
4. Increase Access, Affordability, and Equity.
5. Attract and Retain an Exceptional and Diverse Faculty and Staff.
6. Become a Thriving and Adaptive Learning Organization.
7. Develop Saint Mary's as a Hub in the Bay Area.
8. Position Saint Mary's as a Global Campus.
9. Invest in the Campus and Welcome Internal and External Audiences.
10. Fulfill Saint Mary's Climate Action Plan.
11. Achieve Financial Health and Growth.

## THE LEADERSHIP OPPORTUNITY (CONT.)

The new Dean will be expected to work with the faculty and staff to successfully implement School's strategic plan. In the spring of 2023, the SOS began the process of defining the key priorities for SOS in concert with the college-wide strategic planning process. Those priorities include:

1. Communicate and market our strengths externally to recruit students and attract community and industry partners and then continuously foster those partnerships.
2. Focus on faculty-student interactions by supporting innovative, experiential learning and foster interdisciplinary collaboration across the academic programs and the College community.
3. Empower our students to find their identity as confident scientists that are curious and collaborative critical thinkers who integrate their liberal arts experience into their discipline to focus on problems of social significance. We will guide our students to be successful and competitive scientists with a variety of career options.
4. Encourage our faculty to be reflective on their identity as teachers so that they can be skilled advisors, mentors, and role models in identity, experiences, and Lasallian values for our students and junior faculty.
5. Mentor our faculty in balancing their strengths and desires in the areas of research, teaching, and leadership with the goal of nurturing joy in their profession.

6. Collaborate with our partners, advisory board, and College to develop revenue streams that will support innovative, and in-demand, academic programs and scholarship.
7. Foster a sense of belonging for our entire community (students, staff, and faculty).
8. Commit to Sustainability initiatives in our teaching, research, and operations.

The ideal candidate for this position will be an innovative, strategic, and collegial academic leader who understands the mission of Saint Mary's College, is committed to student success, and will be a champion for SOS. The School seeks a Dean who respects the importance of faculty and shared governance; is an advocate for the School within the College and broader community; has a demonstrated record of success in fundraising and partnerships; values ongoing engagement with faculty, staff, and students; and is committed to the College's mission and core values. The Dean is expected to serve as a role model who supports diversity, inclusion, and transparency in decision making and who promotes innovative approaches to teaching and learning and possesses a passion for reducing equity gaps and while also increasing student success.

The successful candidate will be a collaborative leader who acts with integrity and possesses the ability to communicate with diverse constituents and fosters collegiality, transparency, and clarity in the decision-making process.



## THE LEADERSHIP OPPORTUNITY (CONT.)

The Key Responsibilities for the Next Dean include:

### 1. Strategic Leadership

a. Catalyze the development innovative, in-demand academic programs including undergraduate and graduate degree programs, freestanding and stackable certificates, and professional education programs that attract and serve distinctive and growing populations of students.

b. Foster a culture that values DEI and brings in policies and practices that are based in diversity, equity, inclusion, and belonging.

c. Support cross-disciplinary faculty/school collaboration, relationships, and research.

### 2. Academic Leadership

a. Support faculty throughout tenure, promotion, and career with a special emphasis on pre-tenured faculty.

b. Demonstrate knowledge of and support for evidence-based pedagogy (e.g., experiential learning, etc.).

c. Manage multi-faculty or interdisciplinary research and grants.

d. Collaborate with administrators across the College to insure necessary support for School programs and initiatives.

### 3. External Stakeholder Leadership

a. Foster ongoing symbiotic partnerships with biotech and biomedical industry.

b. Develop and advance a culture of fundraising and engage in corporate, foundation, and philanthropic outreach and engagement, particularly to support the development of new programs and sustainability of key ongoing programs (i.e., STEM Center, SRP).

c. Engage in corporate, foundation, and philanthropic outreach and engagement to showcase SOS activities to community/industry partners and potential partners.

### 4. Operational Leadership

a. Direct and oversee all School operations including budget planning, management and analysis, faculty load, staff development, and contracts.

b. Manage resource allocation including capital, budgetary, and human resources and be responsible for its financial affairs.

c. Ensure that the School adheres to College policies and procedures.



## QUALIFICATIONS

To fulfill their responsibilities, the new Dean will demonstrate the following qualities, expertise, and experience:

### REQUIRED

- An earned doctorate, or appropriate terminal degree from an accredited institution or professional equivalency in one or more fields related to the disciplines in the School of Sciences. Experience teaching in STEM at an undergraduate institution.
- A record of university teaching, scholarly, and creative activity that satisfies eligibility of appointment to the rank of tenured full professor in an academic program in the School.
- Demonstrated experience in leading successful activities to foster diversity, equity, and inclusive environment for students, faculty members, and staff members.

### PREFERRED

- Demonstrated commitment to excellence in student learning and support for faculty development in teaching, scholarship, and service, including demonstrated success and/or expertise in educating a diverse and underserved student populations.
- Strong administrative and organizational skills, with the ability to manage complexity and balance competing priorities, multiple constituencies, and numerous responsibilities simultaneously, with a commitment to data-informed decision making and accountability.
- Demonstrated commitment to leading and supporting academic program quality and excellence at the undergraduate and graduate levels.

- Demonstrated effectiveness in supporting innovative programs and initiatives during a time of changing educational modalities.
- Experience working with academic programs in healthcare and related fields.
- Evidence of providing students with a high-quality educational experience and leading successful initiatives for student success, particularly as related to students from underrepresented minority groups.
- Demonstrated support of faculty to enable them to effectively enact the teacher-scholar model and ability to nurture joy in the profession.
- Experience with laboratory science, equipment maintenance, troubleshooting, and instruction.
- Evidence of a strong commitment to shared governance and a respectful, consultative, and accessible leadership style, coupled with the willingness to lead decisively and welcome feedback, and to energize and inspire, even when consensus is elusive.
- Demonstrated understanding and successful experience with accreditation.
- Fundraising capability with demonstrated success in and enthusiasm for soliciting financial support from alumni, foundations, and the broader community.
- Ability to instill spirit of teamwork, information sharing, mutual respect, and trust in the community.
- Ability to demonstrate grace under pressure and to inspire others to act with dignity and respect, which includes skilled conflict management.





## NOMINATIONS AND APPLICATIONS

The Search Committee will begin reviewing candidates immediately and will continue until the position is filled. Priority consideration will be given to materials received by **Sunday, January 7, 2024**. The College plans to complete the search process by the end of February with a start date of July.

To apply, a candidate should submit (*in 3 separate PDF attachments*): 1) a letter of intent addressing how the candidate's experiences match the position requirements; 2) a current CV/resume; and 3) contact information for at least five professional references, including email addresses and a brief note of the candidate's working relationship with each. References will not be contacted without the prior knowledge and approval of the candidate and at a later stage in the search.

Academic Search is assisting Saint Mary's College in this search. Inquiries, nominations, and applications (PDF preferred) should be submitted electronically, in confidence, to [SMCDeanSOS@academicsearch.org](mailto:SMCDeanSOS@academicsearch.org). Prospective candidates may arrange a confidential conversation about this opportunity with the senior consultants leading this search: Dr. Cynthia Patterson ([Cynthia.Patterson@academicsearch.org](mailto:Cynthia.Patterson@academicsearch.org)) or Dr. Maria Thompson ([Maria.Thompson@academicsearch.org](mailto:Maria.Thompson@academicsearch.org)).

Please include a copy of your CV when requesting a call. When submitting a nomination, please include the nominee's full name, position, and email address.

Additional information about the institution can be found at <https://www.stmarys-ca.edu/>. The anticipated salary range is \$220,000 - \$240,000.

*Under the laws enforced by the [EEOC](#), an EEO violation is any workplace action by an employer that discriminates against an applicant or employee due to a person's race, color, religion, sex, nationality, age, disability, or genetic information.*

*In compliance with applicable law and its own policy, Saint Mary's College of California is committed to recruiting and retaining a diverse student and employee population and does not discriminate in its admission of students, hiring of employees, or in the provision of its employment benefits to its employees and its educational programs, activities, benefits and services to its students, including but not limited to scholarship and loan programs, on the basis of race, color, religion, national origin, ancestry, age, gender, sexual orientation, gender identity, marital status, medical condition, physical or mental disability.*

# ABOUT ACADEMIC SEARCH

Academic Search is assisting Saint Mary's College of California 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.



Committed to IDENTIFYING  
AND DEVELOPING LEADERS  
by providing the highest  
level of EXECUTIVE  
SEARCH to our  
higher education  
partners.

