



Search for the Dean, Honors College
The University of New Mexico

Albuquerque, New Mexico

The University of New Mexico (UNM), the state's flagship R1 university, seeks a visionary and collaborative leader to serve as its next Dean of the Honors College. This is a distinctive opportunity to lead an interdisciplinary unit known for its premier liberal arts education embedded within a leading research university. The Dean will join an institution committed to inclusive excellence, located in a state with a long and rich cultural heritage that prioritizes advancement, equity, and access. Building upon the College's deep history, myriad strengths, and unique potential, the incoming Dean will have an opportunity to profoundly influence the future of honors education in New Mexico, across the Southwest, and beyond.

Among the first honors programs at a major public university in the country, the University of New Mexico Honors Program began in 1957 as part of a national movement in American higher education. The UNM Honors Program was then established as a separate Honors College in 2012, and its first cohort was admitted to the new college in 2013. The College aims to provide challenging opportunities for intensive, interdisciplinary, and cross-cultural liberal arts education to highly motivated, talented, and creative undergraduates in all majors while building a community of scholars who support each other and encourage mutual intellectual growth. Notably, UNM was home to the first faculty member in the country to be promoted and awarded tenure within an honors program. Today, the Honors College distinctively administers a promotion and tenure process for its full-time faculty. The incoming Dean will assume leadership of a unit with a groundbreaking history poised for a more significant impact on individual students and on the state.

It is a propitious time to join the UNM community as it embarks on [UNM 2040](#), an innovative and aspirational vision that defines the long- and short-term objectives of the University. In alignment with these ambitious goals, the Dean will ensure UNM's Honors College continues to be at the forefront of honors education through sustained excellence in teaching, research, and civic engagement on campus and more broadly. UNM, serving almost 27,000 students, is one of only 21 Hispanic-Serving Institutions (HSIs) in the U.S. that has a Carnegie Classification of Highest Research Activity (R1). The incoming Dean of the Honors College has the unique opportunity to engage the larger institution and the more intimate Honors College community in exploring and expanding the possibilities of honors education at UNM and beyond. As the institution plays a critical role in educating New Mexico's residents and driving its prosperity, the Honors College will continue to build a pipeline of talent to support the intellectual and economic development of the state.

To be successful, the Dean of the Honors College will be expected to address several opportunities and challenges, listed below and outlined in detail beginning on page five of this document:

- Elevate the presence and impact of the Honors College within UNM and beyond
- Recruit, develop, retain, and inspire talented faculty and staff
- Steward and generate resources with strong financial acumen
- Expand access, offerings, and success for students from across UNM

A list of the desired qualifications and characteristics of the Dean can be found at the conclusion of this document, which is designed to provide background information and detail the key opportunities and challenges related to the position. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

About the Honors College

The Honors College at the University of New Mexico presents students with opportunities to excel in an engaged, student-centered environment. The College offers small seminar-style classes, an interdisciplinary liberal arts education, priority registration, undergraduate research and study abroad opportunities, peer mentoring, and designated honors housing. Honors classes are limited to 18 students to foster an intimate classroom community. Students are equipped:

- to discover connections among disciplines and analyze and evaluate primary and complex texts across diverse genres and styles from different historical periods;
- to complete courses from a broad range of disciplines that will prepare them for careers or advanced study beyond their undergraduate degree;
- to engage in research and produce original work that integrates ideas and methods from different disciplines;
- to have intercultural knowledge and competence; and
- to develop personal and social responsibility, including civic knowledge and engagement both locally and globally.

Home to 11 tenured and tenure track faculty, three full-time permanent lecturers, roughly 20 part-time adjunct faculty, and five staff members, the Honors College provides over 1,300 undergraduate students the opportunity for meaningful engagement inside and outside the classroom. The talented faculty and staff allow ample avenues for students to broaden their academic experience by working one-on-one with a faculty member through independent study, conducting undergraduate research with faculty through an Honors Research Institute (HRI) grant, or majoring in the Honors Interdisciplinary Liberal Arts (HILA) program, where students can select from one of three tracks: thesis/creative project, service learning, or student teaching. The Honors College fosters opportunities for students to conduct original research, which is often published or presented at professional conferences. A unique grading system is designed to allow students to experiment and try new, challenging things without putting their GPA at

risk. Honors students are also given access to priority registration, usually reserved for upperclassmen, and provided extended library privileges.

The Honors College has a long-standing study abroad program, *Conexiones*, in which students can study the language, culture, and history of Spain or Latin America. *Scribendi* is an award-winning publication housed in the College in which students can take a year-long course to create a national honors literature and arts magazine. Further, students have access to the honors creative flex lab, where they can print large-scale creative works or conference posters free of charge.

History of the Honors College

Founded in 1957 by Professor Dudley Wynn, the UNM Honors Program welcomed 30 participants in the first year. The program remained modestly sized, but in 1988, the Regents of the University of New Mexico formally designated the west wing ground floor of the Humanities Building the Dudley Wynn Honors Center. In doing so, the University acknowledged the pioneering efforts of Professor Wynn, who, as Dean of the College of Arts & Sciences, drafted plans for a sequence of small general studies seminars called the General Honors Program. In 1989, Burlington Resources Inc. gave the Honors Program \$1 million to establish an endowed chair. The Garrey Carruthers Chair began in 1992 with Cornel West, Johnella Butler, and David Palmer. After that, the Honors Program has had many visiting scholars from various fields.

In 1998, the program's name was changed to the University Honors Program (UHP) to reflect the breadth and impact of the program more precisely. In the mid-1990s, the Honors Program initiated a process for promotion and tenure of its full-time faculty and now has 11 faculty tenured in Honors.

In 2010, a Task Force was established to explore the possibilities of an Honors College at UNM. The Task Force unanimously supported the idea. The following year, a Planning Committee was formed, and in 2012, the UNM Faculty Senate and the UNM Board of Regents approved the plans to create the UNM Honors College. This plan provided students with three options for participation in the new college: the Designation, the Interdisciplinary Studies Minor, and an Honors Interdisciplinary Studies major. In 2013, the new College was officially opened and accepted its first freshmen class. In Spring 2015, two students graduated with the new Honors Interdisciplinary Liberal Arts (HILA) Major.

Today, the Honors College occupies a unique environment in dedicated ground floor space, which houses honors classrooms, faculty offices, and student lounge spaces. Honors students frequently receive nationally competitive scholarships and fellowships, including Rhodes, Marshall, Truman, Goldwater, Udall, Gates Cambridge, Fulbright, Churchill, and Phi Kappa Phi Fellowships. In addition, Honors graduates have been accepted to prestigious graduate and professional programs at schools such as Harvard, Brown, Yale, Princeton, Michigan, Stanford, Washington University in St. Louis, UT Austin, and Johns Hopkins.

For more information about the academics and history of the Honors College, please visit www.honors.unm.edu.

About the University of New Mexico

Founded by an act of the New Mexico Territorial Legislature in 1889, the University of New Mexico opened its doors in June 1892, 20 years before its namesake would become a state. The University now offers over 200 degree and certificate programs, including 94 baccalaureates, 71 masters, and 37 doctoral degrees through the Anderson School of Management, College of Arts and Sciences, College of Education and Human Sciences, College of Fine Arts, Graduate Studies, Honors College, College of Nursing, College of Pharmacy, College of Population Health, College of University Libraries and Learning Sciences, School of Architecture and Planning, School of Engineering, School of Law, School of Medicine, and University College.

UNM includes its flagship Albuquerque campus as well as campuses in Gallup, Los Alamos, Taos, and Valencia. There is also a campus and regional health center in Rio Rancho. UNM's student population reflects the ethnically diverse population of New Mexico and includes historically underrepresented groups. On the Albuquerque campus, approximately 46% of the student population is Hispanic, over 6% Native American, 4% Asian, 3% African American, 4% multi-racial, and 5% are international. The Hispanic student population includes some with deep roots going back many generations in the region while others are recent immigrants from Latin America; Native American students come from across the United States, but especially from the 24 tribes that have ancestral homeland ties to New Mexico, including 20 Pueblos, the Navajo Nation, and the Jicarilla Apache Nation, Mescalero Apache Tribe, and the Fort Still Apache Tribe. The populations at the UNM branches are equally diverse, with, for example, the student population of the Gallup campus being nearly 70% Native American. It is a point of pride that the University is composed of a complex intersection of cultures and backgrounds.

UNM boasts an outstanding faculty that includes four National Academy of Sciences/Engineering Members, five National Academy of Inventors Fellows, 60 Fulbright Scholar program awardees, and many fellows of various other associations and societies. Faculty publish in high-impact professional journals such as *Science*, *The New England Journal of Medicine*, *Nature*, *Biological Psychiatry*, *Proceedings of the National Academy of Sciences*, *Journal of the American Chemical Society*, *Physical Review Letters*, *International Journal of Art and Design Education*, and *Journal of Politics*, as well as with major academic publishers such as Cambridge University Press and Oxford University Press, and with the University of New Mexico Press. UNM professors have been quoted in local media and national publications such as *Business Week*, *Los Angeles Times*, *The New York Times*, *The New Yorker*, *Newsweek*, *Parade Magazine*, and *U.S. News and World Report*. They have shared their expertise on CNN, Good Morning America, Nova, National Geographic, the Today Show, National Public Radio, local news stations, and other television and radio shows. As a dynamic visual and performing arts center for the vibrant arts community of Albuquerque, the University presents over 300 public performances, exhibitions, installations, and art lectures annually.

UNM has a strong tradition of faculty governance as outlined in the Faculty Constitution established in 1949. UNM faculty have broad powers delegated from the Board of Regents and outlined in the Faculty Constitution. In October 2019, both full- and part-time faculty at UNM, not including those in the Health

Sciences Center (HSC), voted to form a union affiliated with the American Federation of Teachers and the American Association of University Professors. Adjuncts and full-time faculty have separate bargaining units, and recent negotiations have resulted in new collective bargaining agreements. In the spring of 2022, the state labor board also certified a union for all graduate students employed in assistantship positions, represented by UE, the United Electrical, Radio, and Machine Workers of America, and the first collective bargaining agreement was signed in December of 2022.

To develop private financial support, the UNM Board of Regents established the UNM Foundation Inc. in 1979 as a nonprofit corporation. In 1989, the Board of Regents delegated the responsibility of overseeing university assets and investments to the UNM Foundation Investment Committee. These assets total over 710 million dollars today. In 2008, at the Regents' request, the Foundation transitioned to a standalone organization that receives all private gifts and is responsible for managing contributions to all university programs.

Role of the Dean of the Honors College

Reporting to the Provost and Executive Vice President for Academic Affairs, the Dean serves as the chief academic and administrative officer of the College and provides academic, intellectual, and administrative leadership. The Dean will collaborate with a wide range of internal and external stakeholders, especially faculty, staff, students, and alumni, to help define and execute the academic vision and mission of the College, set the direction for academic excellence and student success, and create and maintain an infrastructure that supports the academic mission. The Dean provides leadership for teaching, learning, research, community engagement, faculty recruitment and retention, strategic budgeting, resource generation and stewardship, assessment, fundraising, and student success for the College in coordination with and in support of the University's larger strategic goals. The Dean represents the Honors College on all university matters and will work collaboratively across the University to fulfill the many aspirations of the College and the University. The Dean will also be the lead spokesperson for the College externally, finding new ways to build authentic partnerships with New Mexico's highly diverse communities.

In addition to broad oversight of the Honors College's faculty, staff, and students, the Dean's direct reports include the Department Chair, the Director of the Center for Academic Excellence & Leadership Development (CAELD), and the Department Administrator.

Key Opportunities and Challenges for the Dean

The Dean will join UNM at a time of optimistic possibility and promise under the direction of President Garnett Stokes, Provost and Executive Vice President James Holloway, an experienced university leadership team, and with the UNM 2040 Strategic Framework in place. The Dean will be passionate about the mission and values of the institution and possess a desire to assist UNM on a bold pathway of innovation to better support New Mexico through academic excellence, accessibility, and service and to build on the rich cultural diversity of the state. Consequently, the Dean of the Honors College is poised to have a significant impact on not only the future of the University but also on honors education more

broadly. The Dean will be presented with several key opportunities and challenges in this role, as detailed below.

Elevate the presence and impact of the Honors College within UNM and beyond

Building on a solid foundation and rich history, the Dean will lead the Honors College into its next distinguished chapter and maximize its impact on UNM and the State of New Mexico. The Dean will leverage the College's pioneering legacy of housing tenure-track faculty and expanding access to honors education to better define and articulate its distinct position and strategic value as a teaching, liberal arts, interdisciplinary unit within an R1 institution. Working collaboratively with the Honors College faculty, staff, students, and the university leadership, the Dean will position the College as a recruitment asset that will attract New Mexico's best and brightest students and encourage them to stay and give back to the state upon graduation. The Dean will promote the College's mission while amplifying awareness of its programs, resources, and achievements, inspiring collaborations with a variety of academic units and members of the community. Moreover, the Dean will find new ways to bring people together, create buy-in, and tell compelling stories about the unique value and potential of the Honors College in national honors education.

Recruit, develop, retain, and inspire talented faculty and staff

The Dean will join a talented and collegial faculty and staff fully committed to supporting students and their success. With the oversight of a promotion and tenure process within a complex research institution, the Dean will have significant responsibilities in faculty management, recruitment, mentorship, retention, tenure, and promotion. The Dean will ensure transparency around institutional expectations, providing clear guidance on balancing research and teaching duties among tenured faculty, lecturers, and part-time faculty. As a tireless advocate for faculty and staff across campus and in the broader community, the Dean will monitor morale, create a great and positive environment, promote wellness and prevent burnout, and retain talented contributors.

Steward and generate resources with strong financial acumen

The Dean will be tasked with strategic, practical, and creative management of existing resources, working closely with central administration to optimize the student experience. The new Dean will establish key touchpoints with relevant staff to monitor budgets and make necessary adjustments while gathering appropriate buy-in. With keen philanthropic instincts, the new Dean will tell compelling stories about the Honors College and build relationships and support from a widening circle of donors, potential donors, alumni, supporters, and friends of the College.

Expand access, offerings, and success for students from across UNM

The Dean will be strategic in thinking about recruiting and expanding access to students from across the University, further opening opportunities in the Honors College to talented and interested students. The

new Dean will champion the inclusivity of the College, collaborating with faculty, staff, and other administrators to expand the pipeline of honors students and diversify the offerings of the Honors College, developing the unit to reach additional students. The new Dean will also advocate for various student success initiatives, ensuring support for students from all backgrounds. Further, the Dean will recognize and leverage the unique ability of the College to attract and enroll the top students in New Mexico, further establishing UNM as a preferred choice for high-performing and diverse students from within the state.

Qualifications and Characteristics

The successful candidate will be a creative and inspiring leader with a collaborative and inclusive spirit. They will possess outstanding management and relationship-building skills, a passionate commitment to diversity, equity, and inclusion, and a magnetic enthusiasm for honors education. To ensure the College's continued success, the new Dean will meet many, if not all, of the following skills and qualities:

- An earned doctorate or appropriate terminal degree and a distinguished professional record appropriate to an appointment at the rank of full professor;
- Passionate commitment to student success; evidence of an impact on enrollment growth, retention, and post-graduate/career placement;
- Ability to apply forward-thinking and creative ideas to a clear and understandable vision for honors education, engage the university community in the implementation of the vision, and build the operational components to execute the vision;
- Familiarity with creative resource generation, including the promotion of an academic unit to expand potential giving opportunities;
- A demonstrated commitment to inclusiveness and access in all areas of the University;
- The ability to work effectively and build strong alliances internally and externally with a broad range of individuals to bring the Honors College community together around shared goals;
- Demonstrated experience with transparent fiscal accountability including oversight, allocation, and coordination of available resources;
- Experience building and managing an effective team dedicated to organizational goals and high performance; experience with directing, supervising, motivating, and inspiring others; measuring the performance of people, teams, and organizations; and assessing performance and progress;
- An understanding of working with a unionized academic workforce;
- Ability to identify current and future challenges and to propose and implement effective solutions;
- Excellent oral and written communication skills and the ability to communicate effectively to a variety of audiences; successful negotiation and persuasion skills;
- Ability to find solutions that result in prudent decisions, promote mutual satisfaction and positive action, and develop imaginative approaches to achieve strategic initiatives in the College and as part of UNM leadership.

Location

New Mexico is known as "The Land of Enchantment" or "Tierra del Encanto" because of its scenic beauty and rich history. New Mexico offers a wide variety of art, music and dance, breathtaking landscapes, and multicultural heritage, including a combination of Native American, Hispanic, and Anglo cultures that cannot be found in any other state in the U.S. New Mexico has the highest percentage of Hispanics in the U.S., including descendants of the original Spanish/Mexican settlers who have lived in the area for more than 400 years, as well as more recent immigrants from a variety of nations in Latin America. It has the second-highest percentage of Native Americans as a proportion of the population and the fourth-highest total number of Native Americans. The major Native American nations in the state are Pueblo, Navajo, and Apache peoples.

Oil and gas production, agriculture, the arts, the film industry, tourism, and federal government spending are important drivers of New Mexico's economy. State and local governments have a comprehensive system of tax credits and technical assistance to promote job growth and business investment, especially in new technologies. The state is home to more Ph.D. holders per capita than any other state in the country. It is home to Sandia National Laboratories, Los Alamos National Laboratory, Intel, several other research facilities, and several land management agencies, including the Forest Service and National Park Service.

New Mexico has one of the most diverse landscapes in the world, with a range of incredible outdoor adventures to match. The geography ranges from snow-capped 13,000-foot peaks, wildflower fields, thick forests of cottonwoods, white sand dunes, volcanoes, and lava fields to vast expanses of ranchland and desert.

The University of New Mexico Main Campus is located in Albuquerque, the most populous city in New Mexico with its own rich culture and heritage as one of the oldest cities in the U.S. It has a multicultural heritage and history where diverse influences are a part of everyday life. Averaging 310 days of sunshine a year, it is also a great place for outdoor activities, including biking, skiing, or golfing on some of the best golf courses in the Southwest. Residents and visitors alike take advantage of the many traditional New Mexican restaurants, enjoy world-class visual and performing arts, and visit the many museums and historical sites around the state. Albuquerque is home to the International Balloon Fiesta, the world's largest gathering of hot-air balloons. The Sandia Mountains run along the eastern side of Albuquerque, and the Rio Grande flows through the city, north to south. More information about Albuquerque can be found at www.visitalbuquerque.org.

Applications, Inquiries, and Nominations

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and CVs with cover letters should be sent via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/university-new-mexico/dean-honors-college>. Electronic submission of materials is required.

Joe Kralick, Julie Filizetti, Silvia Cheng, and Katie Pusecker
Isaacson, Miller
www.imsearch.com

UNM is an Equal Opportunity/Affirmative Action employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, citizenship, disability, or protected veteran status.