



## **Opportunity and Challenge Profile**

*Search for the Associate Dean of Research  
College of Health, Education, and Social Transformation  
New Mexico State University  
Las Cruces, New Mexico*

New Mexico State University (NMSU), a Minority-Serving, Hispanic-Serving, land grant, and space-grant institution, seeks an accomplished researcher and collaborative leader to serve as the Associate Dean of Research (ADR) for the College of Health, Education, and Social Transformation (HEST). With the inception of the College of HEST in 2021, and the dynamic implementation of NMSU's strategic plan, [LEADS 2025](#), the HEST ADR will have a tremendous opportunity to work closely with the HEST community and surrounding region to build a solid foundation and comprehensive strategy for the college's research enterprise. It is a vital time to respond to the health and educational needs of New Mexico, and the ADR will be instrumental in helping to promote transformative solutions by inspiring the HEST community around new interdisciplinary and sustainable collaborations for an even greater impact in the Las Cruces community, New Mexico, the Borderlands region, and beyond.

HEST is the newest and second-largest college at NMSU, currently serving over 2,700 undergraduate students, over 1,100 graduate students, and includes over 250 faculty members. It is home to six academic departments and three schools: [Borderlands and Ethnic Studies](#), [Communication Disorders](#), [Counseling & Educational Psychology](#), [Kinesiology](#), [Public Health Sciences](#), [Sociology](#), [School of Nursing](#), [School of Social Work](#), and [School of Teacher Preparation, Administration, and Leadership](#). HEST faculty and staff take pride in NMSU's [Community Engagement Classification](#) and its multiple nationally accredited programs. The interdisciplinary, solution-oriented college was established to enhance collaborations, provide transformative interdisciplinary research, and improve individual, societal, and policy outcomes by addressing systemic issues of equity, access, inclusion, diversity, and quality within health, education, and society and to achieve a more financially sustainable future. HEST is strategically positioned to lead collaborative and convergent research across colleges. Earlier this year, HEST launched the STEM+ Center, a cross-college collaboration with the College of Arts and Sciences and the College of Engineering to address New Mexico's growing need for skilled STEM professionals.

As one of the most diverse land-grant universities in the nation, NMSU is situated near the Mexican border on the Central and Latin American corridor. Rooted in its dedication to mobility, justice, and transformation, the university embodies this commitment in its geographical context. Twenty-three tribes have ancestral homeland ties to New Mexico, including 19 Pueblos, the Navajo Nation and the Jicarilla Apache Nation, Mescalero Apache Tribe, Piro/Manso/Tiwa tribe, and the Fort Sill Apache Tribe. In addition to its main campus in Las Cruces, the institution includes community colleges across the state, cooperative extension offices in New Mexico's 33 counties, 12 agriculture research and science centers, and an expanding distance education program. NMSU is the institution of choice for more than 21,000 students from 49 states and 89 foreign countries, with approximately 14,300 students enrolled at the Las Cruces campus. The institution's diverse student population includes many first-generation, part-time, and working adult students.

Reporting directly to the Dean, the ADR will be the primary architect for the college's research advancement, helping to develop a culture of research that exemplifies innovation, excellence, and interdisciplinary collaborations. In doing so, the ADR will have the opportunity to collaborate with HEST's passionate and talented faculty, staff, and students eager to make a difference and plan for the region's future. The ADR will collaborate closely with the HEST community to shape and implement a vision for a growing research enterprise, foster collaboration within and beyond the college, develop and nurture new and existing community and external partnerships, and support the university's advancement to become a Carnegie R1 research institution. In doing so, the ADR will address the following opportunities and challenges, further expanded upon in pages 5-6:

- *Encourage the growth of HEST's community-engaged research and scholarship*
- *Foster a culture of interdisciplinary faculty research activity*
- *Augment mentoring and professional development opportunities, and the research infrastructure necessary, to promote societal impactfulness and productivity*
- *Raise the awareness and visibility of HEST's research and impact*

A list of the desired qualifications and characteristics of the ADR can be found at the conclusion of this document, which was prepared by the search committee with the assistance of Isaacson, Miller, a national executive search firm, 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 NEW MEXICO STATE UNIVERSITY**

NMSU comprises five degree-granting colleges, including the [College of Agricultural, Consumer and Environmental Sciences \(ACES\)](#); [College of Arts and Sciences](#); [College of Business](#); [College of Health, Education, and Social Transformation](#); and the [College of Engineering](#), which all report to the Provost. The

university also houses the Honors College, the Graduate School, and the NMSU Library. NMSU currently offers over 180-degree programs, including more than 70 online programs through NMSU Global. The university has remained a strong provider of online education, with [multiple online programs ranked in U.S. News & World Report](#). NMSU's success is largely due to a long-standing commitment to meeting the contemporary needs of its students by faculty dedicated to academic excellence. NMSU faculty have received numerous local and national awards for outstanding research and contributions to their fields of practice. They are frequently selected for recognition as experts in their fields by their colleagues as well as by national professional associations, including many faculty who are considered agents of institutional and societal change.

As a Carnegie-designated R2 university with the Community Engagement Classification, NMSU's portfolio includes over 1,000 externally funded research projects, and annual research expenditures of over \$121.5 million. NMSU LEADS 2025, the strategic plan for the university, was approved by the Board of Regents in May 2019. The goals include advancing student success; elevating research and creativity; amplifying extension and outreach; and building a robust NMSU system.

Along with the main Las Cruces campus, the NMSU system has three branch community colleges: NMSU–Alamogordo, NMSU–Doña Ana Community College, and NMSU–Grants. The NMSU system has begun consolidating leadership at NMSU–Alamogordo and NMSU–Grants to operate under central leadership, in line with the strategic goal of building a robust NMSU system. In addition, the Burrell College of Osteopathic Medicine operates on the NMSU Las Cruces campus. NMSU and Burrell undertake numerous joint academic initiatives and shared services and programs through academic agreements.

### **ABOUT THE COLLEGE OF HEALTH, EDUCATION, AND SOCIAL TRANSFORMATION (HEST)**

The College of HEST was formed in July 2021 following a vote in favor of the new college by the NMSU Board of Regents in May 2021. It was created as a regional leader in identifying gaps leading to health, education, and socio-economic outcome disparities. The college combines the previous College of Education and College of Health and Social Services, as well as the Departments of Sociology and Borderlands & Ethnic Studies (BEST) from the College of Arts and Sciences. Importantly, HEST embraces the scholarship of engagement as a key framework to advance the discovery of new knowledge through empirical research and elevate the scholarship of integration, application, and teaching. HEST intends to ensure a more sustainable future through efficiencies, shared resources, innovative thinking around programming to support New Mexico's student and workforce needs, and provide ripe ground for expanding research and grant opportunities, all through a social justice framework. The College of HEST's slogan is "Learn, Engage, Transform." It is upheld by three pillars of culture building: a culture of mentoring, a culture of appreciation and recognition, and a culture of research.

Dr. Yoshi Iwasaki was named dean of the College of HEST in July 2022. Before joining NMSU, Dr. Iwasaki served as the department chair of the Department of Public Health and Recreation at San Jose State

University, and he previously served as ADR at the University of Alberta's Faculty of Extension. Dean Iwasaki's areas of interest and expertise include culture, diversity and community-university engagement, active living, and quality of life. He also specializes in participatory action research to address social justice issues such as human rights, poverty, empowerment, youth engagement, mental health, and social change.

HEST offers 14 undergraduate programs, including six Bachelor of Science degrees, three Bachelor of Arts degrees, and other specialized degrees. It also offers 20 graduate programs, including 14 master's degrees, one dual master's degree, and five doctoral degrees. Within its programs, HEST offers eight online degree options: a Bachelor of Public Health, a Bachelor of Arts in Sociology, a Bachelor of Science in Counseling and Community Psychology, a Doctor of Nursing Practice, a Ph.D. in Curriculum and Instruction, a Master of Arts in Sociology, a Master of Arts in Special Education, and a Master of Science in Clinical Psychopharmacology.

Research operations (post-award) are housed in HEST, while pre-award operations are centralized in the Vice President for Research Creativity and Economic Development Office.

## **ROLE OF THE ASSOCIATE DEAN OF RESEARCH**

The ADR is a member of the Dean's leadership council and will lead the new interdisciplinary and cross-sectorial HEST research enterprise. In collaboration with the Office of the Vice President of Research, Creativity, and Economic Development (VPRCED), the ADR will help ensure that NMSU maintains its Carnegie Community Engagement Classification, achieves R1 Carnegie Research Classification, and will strengthen the impactful, transformative culture of research at HEST. This includes leading the HEST research agenda; elevating the research profile in the college of HEST and leading new initiatives (i.e., Goal 2, NMSU LEADS 2025); establishing new and nurturing existing collaborations in the external community; monitoring and improving HEST research productivity by inspiring others around new possibilities and HEST objectives; keeping a pulse on new opportunities to expand research funding by taking advantage of emerging grant opportunities; facilitating new ideas for even greater research impact in the region; and serving as a highly collaborative liaison between HEST and the Office of the VPRCED. The ADR will also serve on the VPRCED's Council of Associate Deans for Research.

## **KEY OPPORTUNITIES AND CHALLENGES FOR THE ASSOCIATE DEAN OF RESEARCH**

By joining HEST, the ADR will have the opportunity to collaborate with a college community ready for even greater impact by addressing the following opportunities and challenges:

***Encourage the growth of HEST's community-engaged research and scholarship***

As a new college, HEST will provide the ADR with a unique opportunity to influence its foundation, culture, and trajectory from its infancy by inspiring faculty around new opportunities for increased engagement, collaboration, and productivity. HEST recognizes that to sustain a healthy community, multi-organizational initiatives are needed to address systemic, structural barriers in health, education, and other sectors to support social transformation. The ADR will co-create a culture of research by working closely with the Dean and the Dean's leadership council, which includes the department heads and school directors. Creating this culture of research will encourage new interdisciplinary collaborations, and the ADR will provide leadership for intra- and extramural activities involving community groups, non-governmental entities, federal and state agencies, public schools, and hospitals to support community-based problem-solving and augment research and scholarly opportunities. The ADR will also encourage a culture of intellectual engagement and dialogue within HEST by providing platforms for faculty to present their research, with the goal of continuing to build disciplinary and community-based research collaborations and inspiring the HEST community around potential impact. The ADR will not only build connections amongst HEST faculty, but also with other university partners to learn from each other, work toward common goals, and support NMSU's overall research goals, including becoming an R1 institution.

***Foster a culture of interdisciplinary faculty research activity***

The ADR will develop a strong culture of research excellence by stimulating and incentivizing interdisciplinary research projects that transcend academic borders and boundaries. The ADR will keep a pulse on new grant opportunities, as well as the breadth and depth of research and scholarly activity within HEST, to seed ideas around synergies across disciplines and co-create transformative solutions for greater collective impact and additional revenue in support of HEST's mission. The ADR will bring a keen understanding of the various funding mechanisms, including large interdisciplinary grants, center grants, training grants, MSI grants, HSI grants, and other funding sources, aimed at advancing scholarship and discovery within HEST. To succeed, the ADR will need to be a collaborative leader who can discern and leverage the distinct research cultures within each academic unit and unite these units, fostering an environment of innovative and interdisciplinary thinking that aligns with HEST's social justice mission. As HEST's research profile broadens and expands, the ADR will effectively identify new areas for synergistic research activity within HEST and across NMSU's colleges to propel both HEST and the university into new realms of academic distinction.

***Augment mentoring and professional development opportunities, and the research infrastructure necessary, to promote societal impactfulness and productivity***

HEST's success in increasing research activity is directly connected to the mentorship and development of individual faculty members, along with the appropriate infrastructure to help support their success. The ADR will provide mentoring opportunities for all faculty (i.e., assistant, associate, senior professors, and

interested college faculty) and professional research staff to encourage the growth of research and scholarly activity. Mechanisms that would effectively support the growth of research include training programs that support faculty in pursuing and securing external funding, offering centralized activities and guidance, mentorship programs across faculty ranks, and tools to support the grant writing process. The ADR will be expected to monitor and analyze key research funding metrics, including research proposal submission and award rates, to discern trends and provide insights for future strategies.

The ADR will help ensure a research infrastructure that supports growth, advocating for additional resources when necessary. This will involve creating, managing, and revising research and grant management policies and procedures in the college to ensure they are faculty- and staff-friendly, and includes coordinating across the institution's existing structures that previously existed in disparate colleges. The ADR will help streamline processes and be a clearinghouse for communication and technical assistance through each stage of the research lifecycle, working closely with the VPRCED's office to resolve issues.

***Raise the awareness and visibility of HEST's research and impact***

HEST is conducting highly impactful research every day, yet much more can be done to effectively tell HEST's research stories internally and externally. The ADR will be expected to further the college's visibility as a premier research enterprise by raising awareness of the college's research and establishing its reputation as a trusted resource for ideas, insights, expertise, and community-based research useful in addressing difficult challenges facing the Borderlands. This will include highlighting HEST's research accomplishments and impacts within the college and across the university and with various external constituencies, including federal agencies in Washington D.C., to celebrate excellence and encourage new research opportunities. The ADR will champion all disciplines within HEST, ensuring all faculty and staff feel valued for their contributions.

**QUALIFICATIONS AND CHARACTERISTICS**

HEST seeks an academic with an earned Ph.D., and the leadership experience commensurate with a senior Associate Professor or Full Professor in a field that meets the qualifications necessary to be tenured at the rank of professor within a HEST department.

The search committee understands that no single candidate will have all the ideal qualifications, but it seeks candidates with the following experiences and abilities:

- Understanding of the University's mission, vision, and goals (see [NMSU LEADS 2025](#)).
- Understanding of HEST's mission, vision, core values, priorities, and actionable initiatives.
- Deep understanding and appreciation of the educational value of a diverse community, along with a demonstrated track record of advancing diversity and enhancing inclusion.
- Strong team building and mentoring skills with experience co-creating a culture of research.

- Strong communication and interpersonal skills.
- Problem-solving and conflict-management skills, including those of mediation and early identification and response to interpersonal negative dynamics.
- Keen understanding of various funding mechanisms including federal funding.
- Robust record of federal research grant funding and/or community/local NGO grants.
- Experience with various approaches of inquiry (i.e., quantitative, qualitative, mixed methods, etc.)
- Strong research collaborations as demonstrated in publications, presentations, grants, and other creative forms of dissemination (e.g., multiple PI awards).
- Proven track record of promoting and supporting research interests and collaborations across a unit, institution, and/or with external partners.
- A history of promoting equity, inclusion, and diversity (EID) in partnership building, research development, research planning and implementation, and dissemination and impact-making.
- Experience evaluating research proposals.
- Skills to be innovative, transformative, and relational, and have creative ideas for HEST research success at New Mexico's land-grant research university.
- Experience managing large research programs such as centers and complex research grants.
- Knowledge and understanding of research principles, procedures, regulations and standards.
- Ability to provide a clear vision and plan strategically to achieve research goals and objectives.
- Ability to advocate for HEST research and outreach activities.
- Experience developing mentoring programs for all faculty and students at various levels.
- Ability to organize and direct activities and initiatives.

Preferred qualifications:

- Experience in monitoring grant budgets including the use and distribution of IDC to support research growth within the college.
- Demonstrate an understanding of transformative/critical and decolonial research paradigms and methodologies.
- Experience working with underrepresented minority groups and a commitment to student success, preferably at an HSI and/or MSI-serving institution.

**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 various adventures, art, music and dance, breathtaking landscapes, and a multicultural heritage that cannot be found in any other state in the U.S. New Mexico has the highest percentage of Hispanic residents by State. 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 the 19 Pueblos, Navajo, and three Apache peoples.



The community of Las Cruces is well known for its hospitality, people, and deep appreciation of a colorful past, and its enthusiasm for a future rich with possibilities. The geography, climate, demographics, and ambiance combine to offer a truly excellent place to live. With the unsurpassed beauty of sunsets, purple mountains, and a climate that is warm and inviting, Las Cruces offers a very high quality of life.

The City of Las Cruces is the second-largest city in New Mexico, located in Doña Ana County, approximately 45 miles north of El Paso, Texas, and 225 miles south of Albuquerque. Las Cruces is the economic and geographic center of the Mesilla Valley, the agricultural region on the floodplain of the Rio Grande, which extends from Hatch to the west side of El Paso, Texas. The Organ Mountains, 10 miles to the east, are dominant in the city's landscape, along with the Doña Ana Mountains, Robledo Mountains, and Picacho Peak. Las Cruces lies within a short driving distance of the Mexican border at Santa Teresa.

The historic downtown features an open-air plaza with an extensive farmer's market where a variety of foods and cultural items can be purchased from local farmers, artists, and craftspeople. Las Cruces features multiple outdoor recreation areas including more than 100 parks covering over 700 acres. Throughout the year residents enjoy festivals celebrating local culture and food as well as local and national historical sites, national monuments, galleries, theaters, museums, and the symphony.

#### **APPLICATIONS, INQUIRIES, AND NOMINATIONS**

Screening of complete applications will begin immediately and continue until the completion of the search process. Inquiries, nominations, referrals, and an application (CV with cover letter) can be submitted via the Isaacson, Miller website for the search: <https://www.imsearch.com/open-searches/new-mexico-state-university-college-health-education-and-social-transformation>. In your cover letter, please include past contributions to promoting a diverse, equitable, and inclusive environment. Please submit all materials directly to the Isaacson, Miller website.

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