



WASHINGTON STATE
UNIVERSITY

**Search for the Dean of the Voiland School of Engineering and Architecture
Washington State University**

Washington State University (WSU) invites inquiries, nominations, and applications for the role of Dean of the Voiland College of Engineering and Architecture (VCEA). This is an excellent opportunity for an entrepreneurial and collaborative leader to join an innovative community focused on providing solutions to societal grand challenges and preparing graduates to make an impact. Steering one of the nation's only colleges with engineering, computer science, design, and construction disciplines under the same umbrella in a state dominated by the world's leading technology, energy, and advanced manufacturing companies, the new Dean will seize the opportunity to lead this multi-campus enterprise as it produces transformative research, prepares the next generation of engineering and design professionals, and engages industry to improve quality of life and enhance economic development.

Established in 1890 as the state's land-grant research university, WSU embraces its land-grant heritage and seeks to transform lives through education, research, community engagement, and serving the public good. The university holds a Carnegie R1 (very high research activity) research designation and, in service to its mission, is committed to producing research that benefits communities and fuels prosperity in the Pacific Northwest and beyond. In the last 35 years alone, WSU has seen incredible growth, going from a single flagship campus to an evolving system of six interconnected campuses, numerous research centers, and 39 extension centers throughout the state. WSU serves 26,500 undergraduate, graduate, and professional students across its five physical campuses (Pullman, Spokane, Tri-Cities, Vancouver, and Everett) as well as its numerous other locations across the state of Washington and online through its Global Campus.

This is an exciting time to join WSU as the university recently welcomed a new Provost and Executive Vice President, T. Chris Riley-Tillman, and prepares for new presidential leadership following the highly successful tenure of President Kirk Schulz, who will retire in 2025. Within the Voiland College of Engineering and Architecture, research expenditures increased by approximately 30% last year, and the College welcomed 18 new faculty members for the 2024-2025 school year. The College is modernizing its facilities to support the future forward needs of teaching and research and plans to open [Schweitzer Engineering Hall](#), the central hub for the College, in Fall 2026. In addition to infrastructure improvement, the new Dean will oversee other critical aspects of Voiland's [strategic plan](#), which launched last year and will run through 2028.

The new Dean will be a strong advocate and champion for Voiland's faculty and staff, ensuring the smooth operation of the College while maintaining a strong external presence and touting VCEA's accomplishments to donors and corporate partners. As the College balances its responsibility for research, education, and community support, the Dean will ensure that the College positions itself as a cornerstone for innovation and workforce development for the state of Washington and the Pacific Northwest. The Dean will be committed to the College's principles of collaboration, innovation, and transformation, and will address the following opportunities and challenges:

- Craft a shared multi-campus vision and strategy to better position the College as a statewide powerhouse;
- Further cultivate and grow industry and community partnerships to prepare graduates for success and meet workforce needs;
- Recruit and retain top-tier faculty and staff across a dynamic, multi-site enterprise;
- Enhance the student experience and research enterprise through infrastructure improvements and effective resource allocation and growth.
- Broadcast the success of the College's faculty, staff, and students widely for increased visibility and fundraising

Isaacson, Miller, the national executive search firm, is assisting the search. All confidential applications, inquiries, and nominations should be directed to the parties listed at the conclusion of this document.

ABOUT WASHINGTON STATE UNIVERSITY

WSU was established in 1890 as a land-grant university serving the State of Washington. Founded as the people's university, WSU embraces its land-grant heritage and seeks to transform lives through education, research, community engagement, and serving the public good. In service of this mission, the university has been delivering life-changing knowledge and discoveries to the state, region, nation, and the world for over 130 years.

The university is fortunate to hold meaningful relationships that enhance its research, programs, and student experience. WSU enjoys productive partnerships with major industries in the state, including agribusiness, aerospace, health care, software, technology, and construction. The colleges at WSU Health Sciences Spokane have formed robust partnerships across the state of Washington, both with large medical centers and hospitals, as well as a variety of rural and community hospitals, clinics, and residency programs. Global partnerships are essential to WSU's mission, and the university engages with international collaborators including governments, NGOs, private sector businesses, and academic institutions.

The university places a high value on diversity, equity, and inclusion in all facets of the institution. Over one-third of the student body statewide is comprised of students of color, and first-generation students represent some 33 percent of the total enrollment. About 15 percent of WSU students hail from outside

the state of Washington, and about 5 percent are international students. System-wide enrollment was 26,490 in fall 2023, and WSU continues to see significant enrollment from students of varying means and backgrounds. The university acknowledges that its locations statewide are on the homelands of Native peoples and has established the Office of Tribal Relations and Native American Programs to guide relationships with tribes and service to Native American students and communities.

The WSU community is deeply committed to providing the resources and support students need to become global citizens and informed leaders who thrive in their professional and personal lives. The university annually awards more than \$296 million in scholarships and other financial aid to over 18,000 undergraduate students, alongside scholarship and fellowship opportunities for graduate and professional school students. The university continues to seek avenues for expanding college access, such as the Native Cougar Scholars Fund, a scholarship program for Native American students funded in part by the State of Washington. The WSU Foundation consistently raises in excess of \$125 million annually from private donors—funds used to support student scholarships and academic, research, and service initiatives.

A comprehensive institution, the university is organized into 10 degree-granting academic colleges as well as the Honors College, Graduate School, WSU Libraries, and WSU Extension: College of Agriculture, Human, and Natural Resource Sciences, College of Arts and Sciences, Carson College of Business, Edward R. Murrow College of Communication, College of Education, Voiland College of Engineering and Architecture, Elson S. Floyd College of Medicine, College of Nursing, College of Pharmacy and Pharmaceutical Sciences, College of Veterinary Medicine.

The WSU campuses are home to a wide array of organizations and activities, including the arts, music, and theater; student-run media (including public radio, daily printed newspaper, and television stations); fraternities and sororities; recreational sports; an active student government, and others. Intercollegiate athletics play an important role at WSU, and “Cougar Pride” is evident throughout the state of Washington. The university offers access to more than 600 study abroad programs in more than 70 countries around the world, and the system is working to increase the number of students from all WSU campuses studying abroad annually.

In the summer of 2018, the Northwest Commission on Colleges and Universities (NWCCU) reaffirmed the regional accreditation of WSU through 2025. Washington Monthly recently ranked WSU 46th nationally, a ranking based on what a college does for the country and its students. WSU is ranked as an R1, “Very High Research Activity” institution by the Carnegie Foundation, and, in 2022, was ranked 77th by the National Science Foundation for total R&D expenditures. The Carnegie Foundation for the Advancement of Teaching has also recognized WSU since 2008 for its engagement activities with a Community Engagement Classification.

OneWSU

WSU operates as an integrated university system, [One WSU](#), with all six campuses adhering to the same set of goals, practices, and policies. For example, in general, degree requirements are similar across campuses; one degree without campus designation is conferred; and all instructors and researchers, regardless of their location, are considered part of one faculty governed by a singular faculty manual. There are some exceptions to these policies for Voiland and as both the Vancouver and Tri-Cities campuses have schools of engineering and award engineering degrees that are separately accredited and slightly different than those offered on the Pullman campus.

In 2020, WSU engaged in a formal process to redefine its multi-campus administrative and operational structures to ensure the delivery of an integrated set of services while recognizing the unique nature of each campus. This is still a work in progress as the university system continues to evolve.

ABOUT VOILAND COLLEGE OF ENGINEERING AND ARCHITECTURE

The Voiland College of Engineering and Architecture is dedicated to supporting the mission of WSU: advancing knowledge through creative research, extending knowledge through innovative education programs, and applying knowledge to enhance quality of life and to fuel economic growth.

Located on six campuses and providing 29 fields of study, Voiland College is home to a variety of [schools and departments](#) dedicated to providing top-notch educational opportunities. With 4,415 undergraduates and 549 graduate students in FY2023, the College is one of the largest at WSU and in the country and is the largest annual producer of degreed engineers in the state of Washington. Voiland College is firmly committed to cultivating diverse, equitable, inclusive environments that foster transformative student experiences and has been recognized by the American Society for Engineering Education as a College that has made significant, measurable progress in increasing the diversity, inclusion, and degree attainment outcomes of its programs. At the undergraduate level, the population is highly diverse with 22% female students, 25% of the student population are Pell-eligible, 35% are students of color, 32% are the first in their families to attend college, and more than 85% of the undergraduates are from the state of Washington. At the graduate and professional levels, Voiland College hosts students from around the world. More than 33% of members of the graduate community are women, and about 50% of Voiland College graduates are from other nations.

Voiland College has nearly 400 employees, including 135 tenured or tenure-track faculty. Faculty in Voiland College conduct world-class research tackling critical challenges in areas such as energy, health, the environment, and infrastructure, and the College is home to 19 [institutes, centers, and laboratories](#). VCEA's total externally sponsored research expenditures totaled \$34 million in fiscal year 2023, a 30% increase over the previous year.

In 2022, the university announced a landmark \$20 million dollar gift from Edmund and Beatrice Schweitzer and Schweitzer Engineering Laboratories (SEL). The gift will go toward the construction of Voiland's new student success building on the Pullman campus, [Schweitzer Engineering Hall](#). The building, which is slated to open in Fall 2026, will also house a student success center funded by a \$5 million donation from The Boeing Company. In addition to Schweitzer Engineering Hall, VCEA is modernizing its facilities to support the future forward needs of teaching and research in engineering and architecture.

Voiland College benefits from the guidance of an [Executive Leadership Board](#) that has significant impact in shaping the direction of the College. Board Members bring valuable industry perspective, act as facilitators in acquiring donor and industrial support, partner in the education process, promote the college in the company, and help to champion the college to leaders across the state.

The Voiland College's reach and reputation are growing. Most significantly, the College has a presence in many of the growing industrial hubs around Washington and is situated in one of the fastest-growing economies in the nation. The WSU Tri-Cities campus is close to the Pacific Northwest National Laboratory. The College is a top producer of talent to the local manufacturing, energy, high technology, and biotechnology industries in Washington. The College continues to respond to the growing demand for skilled engineers and the changing higher education landscape, developing unique capstone courses to give students hands-on experience, and creating accessible program delivery models for place-bound students.

ROLE OF THE DEAN OF THE VOILAND COLLEGE OF ENGINEERING AND ARCHITECTURE

Reporting to the Provost and Executive Vice President, the Dean of the Voiland College of Engineering and Architecture oversees the administrative, academic, and research functions of the college, providing leadership and guidance to faculty, staff, and students and works closely with the Vice Chancellors for Academic Affairs at the other campuses on the delivery of educational programs and research on those campuses.

The office is responsible for establishing partnerships and collaborations with other academic institutions, industry, and government agencies to foster innovation and advance research in engineering, computer science, and design disciplines. The office also supports students throughout their academic journey. A [range of student services](#), including academic advising, tutoring, and mentoring, help students achieve their academic goals.

The Dean oversees a budget of approximately \$88 million and a talented team, including an associate dean for research and graduate programs, an associate dean for student success, an associate dean of academic affairs, an assistant to the Dean, five school directors on the Pullman campus, two school directors at other WSU campuses and 19 institute, center, and lab directors. The Dean also manages a dedicated administrative staff including directors of development and alumni relations, public relations

and communications, administrative services, business and intellectual property development, and facilities and infrastructure.

KEY OPPORTUNITIES AND CHALLENGES FOR THE DEAN

WSU and Voiland College of Engineering and Architecture are well-positioned for growth. The Dean will capitalize on this moment in time and provide visionary leadership while strengthening Voiland College internally and growing its reach externally. By serving in this critical role, the Dean will have the opportunity to address the following opportunities and challenges:

Craft a shared multi-campus vision and strategy positioning the College as a statewide powerhouse

Working in close partnership with faculty, staff, students, and the WSU community, the Dean will build upon the current strategic plan and develop a compelling strategic vision and plan for VCEA as a statewide entity. This plan will be multi-campus in scope and will leverage the unique strengths and identities of each campus in an effort to grow enrollment across programs and campuses while ensuring a consistent experience for all stakeholders. The Dean will have a deep understanding of the complexities of the multi-campus system and will work to break down barriers, improve the organizational alignment, increase efficiency and standardize processes when possible, and ensure an equitable experience for faculty, staff, and students across the WSU system. They will work to unify the College, appreciating its work across all campuses, and will be a visible and accessible leader able to facilitate connections amongst various stakeholders on each of the campuses.

Further cultivate and grow industry and community partnerships to prepare graduates for success and meet workforce needs

Washington is home to some of the country's most renowned high-tech, aerospace, and semiconductor companies, along with pioneering institutions in energy, such as the Pacific Northwest National Laboratory (PNNL). With support from and in collaboration with the Office of the President, WSU Foundation, and other institutional partners, the new Dean will deepen existing ties with current private-sector partners and will identify new areas of collaboration. They will be a tireless advocate for the College on both a state and national level, making a strong and compelling case for Voiland's graduates, and developing new partnerships that get industry into the classroom and get students into industry. The Dean will seek out and strategically pursue areas where the College can be world-class and will leverage a strong understanding of workforce trends, anticipating industry needs and working with faculty to tailor the curriculum to ensure that all programs are optimally designed to meet current and future economic needs.

In addition, the Dean will work to identify cutting-edge, cross-college industry ventures of benefit. They will act as a catalyst, collaborating with deans, chancellors, and other university leaders to determine how best to develop and deliver joint programs that meet industry demand. Furthermore, the Dean will

support new opportunities to serve a diverse group of students and corporate executives, with a range of online, masters, and customized continued education programs.

Recruit and retain top-tier faculty and staff across a dynamic, multi-site enterprise

The Dean will lead efforts to invest in world-class faculty and staff and will work to ensure all faculty and staff receive the resources needed for their success. The Dean will support efforts to balance the numbers of tenure track, career track faculty, as well as lecturers, allowing all faculty to successfully manage their teaching and research portfolios. Operationally, the Dean will identify areas for investment and efficiency pertaining to space, staffing resources, and administrative policies and infrastructure. They will reaffirm the College's commitment to support all faculty members in their pursuit of scholarship, teaching, and service and invest in additional hires and in the development and pathways for professional growth of staff within the University. Above all, the Dean will cultivate a culture within the College that acknowledges and celebrates the invaluable contributions of all faculty and staff, fostering robust morale.

Enhance the student experience and research enterprise through infrastructure improvement and effective resource allocation and growth

Student Success, research, and infrastructure are among the main themes of Voiland College's strategic plan. The College aims to provide a superior environment for effective and efficient teaching, learning, and research, and the new Dean will be tasked with aligning resources with strategic infrastructure priorities. This will include the construction of new facilities as well as renovations of existing lab and classroom spaces. The Dean will position the College to identify and develop needed facilities based on evidence-based practices in pedagogy and scholarship, as well as forecasting future academic and industry shifts and changes in technology. To advance infrastructure projects, the Dean will leverage funding from a variety of sources, including the state of Washington and federal agencies. The Dean will also be an outstanding fundraiser, leveraging the power of storytelling to highlight students' stories and the success of the College to mobilize donors in support of infrastructure improvements and broader initiatives around student success.

Broadcast the success of the Voiland College faculty, staff, and students widely for increased visibility and fundraising

The Dean will be a powerful storyteller, highlighting the success of faculty, staff, and students on campus and externally to illustrate the impact of VCEA, and garner increased visibility and new resources. They will serve as an engaging and passionate ambassador and will partner with the VCEA Development team through all stages of the donor cultivation cycle, connecting with donors by highlighting the College's achievements. The Dean will understand the importance of building a loyal and generous alumni base and will engage current students to promote a culture of giving while expanding volunteer activities and opportunities for alumni to support the College in a variety of ways. The Dean will broaden the reach of

the College, building relationships and making VCSAE more recognizable throughout the Pacific Northwest and the rest of the country.

QUALIFICATIONS AND CHARACTERISTICS

An earned doctorate in engineering or a related field (such as computer science or architecture) and a strong record of academic accomplishment commensurate with appointment as a tenured full professor at Washington State University is required. Additionally, the successful candidate will meet most, if not all of the following criteria:

- Ability to provide entrepreneurial and visionary leadership to a diverse, complex, multi-campus academic entity;
- Experience managing a complex academic organization including the hiring, retention, and development of faculty and staff;
- Strong fundraising and financial management acumen;
- Demonstrated experience in developing strong industry partnerships;
- A demonstrated commitment to the value of diversity in students, faculty, and staff; cultural awareness and an aptitude for navigating cultural differences;
- Proven success in leadership in the context of shared governance models, and a genuine appreciation of and commitment to collaborative decision-making;
- A demonstrated track record of program building and development experience;
- Strong interpersonal skills and the ability to lead, empower, and delegate to a management team;
- The ability to energize and inspire faculty across a diverse array of disciplines to pursue innovative avenues of research;
- Strong and persuasive communication skills and the understanding of how to interact in writing or orally to varied audiences;
- Understanding of academic knowledge production, the current higher education landscape, and national trends in engineering and architecture.

LOCATION

This position will be located in Pullman, Washington. Frequent travel to the other campuses, to visit donors, to create industry connections, and to represent WSU's interests is expected. Pullman is a close-knit, family-friendly community of approximately 31,000 people located in southeastern Washington, 75 miles south of Spokane. Pullman offers the stimulation of a research university in a small town living environment. It is close to mountain ranges, scenic lakes, and rivers in an area that offers excellent outdoor activities. Spokane is the largest metropolitan area (a population of over 484,000 in Spokane County) between Seattle and Minneapolis and is the state's second largest city. Moscow, Idaho, home of

the University of Idaho, Idaho's land grant university, is eight miles from Pullman, making the area rich in university-based activities. For more information, see <http://www.pullman-wa.gov/>.

The anticipated salary range for this position is \$425,000 - \$450,000 annually and is commensurate with related experience and qualifications. Relocation assistance is available. WSU offers an inspiring higher education environment and offers excellent benefits, including medical, dental, retirement, and paid time off. To learn more about WSU employee benefits, please visit: <hrs.wsu.edu/employees/benefits>.

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/washington-state-university-voiland-college-engineering-and-architecture/dean> . Electronic submission of materials is strongly encouraged.

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Washington State University is an Equal Opportunity/Affirmative Action educator and employer. Members of ethnic minorities, women, special disabled veterans, veterans of the Vietnam-era, recently separated veterans, and other protected veteran, persons of disability and/or persons age 40 and over are encouraged to apply.