



# Position Specification

**Baylor University**  
Dean, College of Arts & Sciences

## Baylor University

A private Christian university and a nationally-ranked Research 1 Institution, Baylor University provides a vibrant campus community for more than 20,000 students (including nearly 6,000 graduate students) by blending interdisciplinary research with an international reputation for educational excellence and a faculty commitment to teaching and scholarship. The mission of the University is to educate men and women for worldwide leadership and service by integrating academic excellence and Christian commitment within a caring community. Chartered in 1845 by the Republic of Texas through the efforts of Baptist pioneers, Baylor is the oldest continually operating university in Texas. Affiliated with the Baptist General Convention of Texas and located in Waco, Baylor welcomes students from all 50 states, the District of Columbia, and 90 countries to study a broad range of degrees among its 12 nationally recognized academic divisions.

Athletics are an exciting and integral part of the Baylor experience. With 19 varsity sports, its world-class athletics department is guided by the vision of Preparing Champions for Life. The Baylor Bears participate in Division I of the NCAA and are one of only three private school members of the Big 12 Conference. Recently, Baylor became the only school in the 26-year history of the Big 12 Conference to win the football, men's, and women's basketball championships all in the same academic year.

Baylor University is on a course toward preeminence as a Christian research university. Baylor transformed into an elite R1 research university ahead of projections, surpassing its \$1.1 billion fundraising goal in the Give Light campaign two years ahead of schedule and establishing 20 new endowed faculty chair positions. Baylor's new strategic plan, [Baylor in Deeds](#), builds on the momentum with key commitments, including equipping students to flourish, broadening interdisciplinary research and impact, building a vibrant, caring, and global community, and demonstrating Christian stewardship.

The University has over 3,600 dedicated faculty and staff. Baylor is also listed on the honor roll of "Great Colleges to Work For." It offers competitive salaries and [benefits](#), allowing faculty and staff to live in one of the fastest-growing parts of the state.

## The College of Arts & Sciences

The College of Arts & Sciences, created in 1919, is Baylor University's largest academic division and home to approximately 45 percent of all undergraduates. The College has 475 full-time faculty, 267 full-time staff, and more than 6,600 students. The College is home to 25 academic departments and 9 academic centers and institutes. There are more than 60 majors from which to choose, leading to one of four degree tracks (BA, BS, BFA, BSAS) and more than 5,000 courses, spanning disciplines from the arts and humanities to the social and natural sciences. The College also offers 36 outstanding master's and doctoral programs, many of them nationally ranked.

### Departments

- [Aerospace Studies \(Air Force and Space Force ROTC\)](#)
- [Anthropology](#)
- [Art and Art History](#)
- [Biology](#)
- [Chemistry & Biochemistry](#)
- [Classics](#)
- [Communication](#)
- [English](#)
- [Environmental Science](#)
- [Film & Digital Media](#)
- [Geosciences](#)
- [History](#)
- [Journalism, Public Relations and New Media](#)
- [Mathematics](#)
- [Military Science \(Army ROTC\)](#)
- [Modern Languages and Cultures](#)
- [Museum Studies](#)
- [Philosophy](#)
- [Physics and Astronomy](#)
- [Political Science](#)
- [Psychology & Neuroscience](#)
- [Religion](#)
- [Sociology](#)
- [Statistical Science](#)
- [Theatre Arts](#)

The College of Arts & Sciences served as the primary driver in the University's realization of a decades-long vision to become a Carnegie R1 Research University. The College continues to invest in research as a part of its [strategic plan](#). The College will expand external funding in the sciences and humanities, in addition to developing interdisciplinary research opportunities that leverage disciplines across the College and University and align with the University's strategic initiatives. There are 9 centers and institutes within the College that span a variety of research topics:

## **Centers & Institutes**

- [Arts & Sciences Technology Center](#)
- [Baptist Studies Center for Research](#)
- [BRIGHTS Center](#)
- [Center for Reservoir and Aquatic Systems Research \(CRASR\)](#)
- [Center for Writing Excellence](#)
- [Interactive Media and Language Center](#)
- [J.M. Dawson Institute for Church-State Studies](#)
- [Institute for Air Science](#)
- [Institute of Archaeology](#)

Arts & Sciences courses are the foundation upon which all Baylor students' educational experiences are built. The College's unified core curriculum is the foundation for every degree from Baylor University, and it serves to educate men and women to become informed and productive citizens of a democracy and servant leaders of faith communities. The unified core curriculum gives the College of Arts & Sciences the chance to offer the best general education in America, and the knowledge, skills, and virtues our students gain and cultivate within our community of Christian scholars provide them with the resources needed to uncover and recognize truth, deepen their faith, live virtuously, strengthen their communities, and affect the world in transformative ways. Baylor University has repeatedly received an "A" for its core curriculum from the American Council of Trustees and Alumni — the top grade earned by only 24 universities in the United States.

During its 106 years of formal operation, the College of Arts & Sciences remained committed to academic excellence and student success, and it continues to shape leaders who go on to make a difference. The College of Arts & Sciences has produced a broad and talented group of alumni over the past century who have excelled internationally in fields including religion and Christian ministry, law and social justice, healthcare, business, education, arts and entertainment, politics, and scientific discovery. Baylor Arts & Sciences graduates include two Texas governors — Price Daniel and Ann Richards — and three Baylor presidents — Judge Abner McCall, Dr. Herbert H. Reynolds, and Dr. Robert B. Sloan Jr.

## **The Role**

Baylor University seeks an inspirational and visionary academic leader to serve as its next Dean for the College of Arts & Sciences. The Dean will be expected to advance the College's national and international prominence in research, education, and engagement activities. The Dean will be expected to understand, promote, and make a significant contribution to the University's distinctive Christian academic mission.

Reporting directly to Baylor's Provost, [Nancy Brickhouse](#), the Dean is responsible for the vision, leadership, and strategic direction of the College of Arts & Sciences and serves as an essential member of the University's leadership team. Working closely with the Provost, the President, department chairs, faculty, staff, and students, the next Dean will guide the scholarship and research agenda, seek to expand sponsored research, and promote excellence in undergraduate and graduate education, including the development of collaborative and innovative academic programs designed to meet existing and emerging student needs and demands. The Dean will champion and support collaborative opportunities and (internal and external) relationships that elevate the impact of the College.

The Dean will serve as the College's chief executive and academic leader, guiding its vision, generating resources in support of that vision, promoting the visibility of the College externally, and managing operations. The Dean will

formulate and articulate a shared vision across disciplines, persuade a wide range of audiences of its value, and engage stakeholders in its implementation.

Among the key priorities for the Dean of the College of Arts & Sciences will be to:

- Establish a clear vision that advances Baylor's reputation as a preeminent Christian research university, aligns with the [University's mission](#) to engage internationally and across the state of Texas, and prepares the College of Arts & Sciences to meet the demands of the 21<sup>st</sup> century.
- Recruit, nurture, and retain outstanding faculty who align with the University's mission and will continue to drive high-quality research and teaching. Invest in faculty by investing in and elevating development opportunities.
- Elevate the College's visibility, accomplishments, and profile to internal and external constituents.
- Support scholarly activity, increase research capacity, and grow and diversify extramural funding. Support interdisciplinary opportunities, research clusters, and focal areas that draw on the strengths of the University and College. Increase the exposure of faculty publications and scholarly contributions.
- Invest in programs and research that align with Baylor's strategic areas of focus, including human health and flourishing, data science and emerging technology, and environmental health and sustainability.
- Grow graduate and professional education programs in hybrid or online modalities.
- Foster collaboration internally and externally to develop meaningful, interdisciplinary programs. Create structures and rewards for interdisciplinary teaching, research, and programs.
- Strengthen student support and outcomes by enhancing career preparation, expanding external networks, and increasing financial support. Increase opportunities for student job readiness and skills for emerging technologies.
- Maintain the College's fiscal health by enhancing and diversifying resources by building donor and alumni relationships through development activities.

## Qualifications

The Dean of the College of Arts & Sciences should clearly demonstrate the qualifications and personal characteristics that are well-matched with Baylor University's values, strengths, and aspirations. The search committee seeks strong candidates with the following experience, abilities, and professional and personal attributes:

- Tenured, full professor with compelling leadership experience and demonstrated scholarly excellence in a field represented in one of the College's 25 departments.
- A vision for advancing Baylor's reputation as a distinctly Christian preeminent university known for high-quality teaching and research.
- The ability to formulate, articulate, and operationalize the Christian values of Baylor University through leadership in Arts & Sciences.
- Advance the College's and its departments' national reputation and strength in alignment with Baylor's institutional goals.
- A visionary leader and creative problem solver with a strong commitment to and understanding of liberal arts education and research, and the ability to advocate across the arts, humanities, sciences, and social sciences.
- The ability to lead across the broad set of departments, programs, and functional areas of the College of Arts & Sciences through thoughtful planning, guidance, and influence.
- Foster a culture of academic productivity and research excellence by promoting and facilitating increased levels of external funding that will broaden the portfolio and impact of faculty research and creative activities.
- Strong interpersonal communication skills and commitment to collaboration across academic units within the College and across Baylor.
- High integrity, emotional intelligence, and strong interpersonal skills, including the ability to thoughtfully engage and motivate faculty, staff, and students and create a supportive community.
- An aptitude for building relationships with donors and leading fundraising campaigns; evidence of success in institutional advancement is preferred.
- Oral and written communication skills that include the ability to listen actively and adapt communication to various audiences.

## Waco, Texas

Located in the heart of Texas along Interstate 35 – 90 minutes from both Dallas-Fort Worth and Austin, the city was founded in 1849 by the Huaco Indians who lived on the land in the present-day downtown area.

Waco, with a metro area population of approximately 250,000, is the county seat of McLennan County. It also offers several major attractions, numerous historic homes, seven recreational venues – including the beautiful Cameron Park along the Brazos River – and nine arts organizations staging theatrical and musical productions, as well as art exhibitions.

Waco is the birthplace of Dr Pepper, the Texas Ranger Hall of Fame and Museum, and the Texas Sports Hall of Fame. It's also home to the Waco Mammoth National Monument, a 100-plus-acre stretch of wooded parkland along the Bosque River. The site provides a glimpse into the lives of Columbian mammoth bones discovered in Waco along the Bosque River and is part of the National Parks System.

Baylor alumni Chip and Joanna Gaines continue to call Waco home following their breakthrough TV show, "Fixer Upper." Their Magnolia brand and business ventures have helped spur a revitalization of the Downtown Waco area with new shops, restaurants, and gathering spaces. Included in these redevelopment efforts is Baylor's new basketball arena, the Paul and Alejandra Pavilion, which is the centerpiece of a several-block, multi-use development along the Brazos River near Downtown.

Waco is not only brimming with Texas history, economic opportunity, and a rich variety of cultural experiences, but it is also a major seat of higher learning with three major colleges in its city limits.

## Nomination and Application Procedure

Baylor University invites inquiries, nominations, and applications for the position of Dean of the College of Arts & Sciences. Interested candidates should confidentially submit a curriculum vitae and letter of interest (Adobe PDF files preferred) to [Baylor.CAS@russellreynolds.com](mailto:Baylor.CAS@russellreynolds.com).

**For full consideration, materials should be received as soon as possible and preferably by October 27, 2025.**

*Baylor University is a private not-for-profit university affiliated with the Baptist General Convention of Texas. As an Affirmative Action/Equal Opportunity employer, Baylor is committed to compliance with all applicable anti-discrimination laws, including those regarding age, race, color, sex, national origin, marital status, pregnancy status, military service, genetic information, and disability. As a religious educational institution, Baylor is lawfully permitted to consider an applicant's religion as a selection criterion. Baylor encourages women, minorities, veterans and individuals with disabilities to apply.*

## Contact

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