

The School of Education at New Mexico Highlands University invites applications and nominations for the position of **Dean** beginning **August 1, 2026**. The School of Education is seeking a dynamic, student-centered leader with a vision for innovation. The Dean will be the chief academic and administrative leader of the School, overseeing faculty and staff recruitment, evaluation and development, while ensuring program quality and academic integrity. The Dean will also be responsible for increasing student success, managing resources and driving new program development. This is an exciting opportunity to lead an impactful and innovative school in a supportive and growing institution.

Duties and Responsibilities

Leadership

- Develop, implement and evaluate a strategic plan for the School of Education
- Guide the School's activities, setting annual goals and objectives in collaboration with faculty and staff
- Foster a positive and inclusive School culture, emphasizing quality, integrity and mission fulfillment

Faculty Affairs

- Provide leadership in faculty recruitment, professional development and performance evaluations
- Work closely with the Provost on personnel decisions, including appointments, promotions and re-appointments
- Promote interdisciplinary collaboration and scholarly activity
- Lead grant proposal submissions and identify external funding opportunities
- Support accreditation efforts for the Higher Learning Commission (HLC), CAEP, NAEYC and CACREP
- Oversee the assessment of academic programs and support university-wide learning outcomes assessment

Advocacy

- Champion the mission and vision of NMHU and the School of Education
- Represent the School at academic and social functions on and off-campus
- Engage with state and national professional organizations and accrediting bodies including the New Mexico Association of Colleges for Teacher Education (NMACTE) Deans and Directors Committee
- Build and maintain relationships with New Mexico's diverse communities, stakeholders, and alumni
- Collaborate with the Office of Advancement to develop fundraising strategies
- Work with other University senior leaders in representing the institution's interests to state and national legislators and governmental agencies

Operations

- Manage the School's budget, ensuring effective resource allocation and expenditure

- Promote the development and expansion of online and distance education programs and activities on regional campuses
- Review course schedules and if necessary, work with Department Chairs on adjustments based on budgetary and student needs

Minimum Job Requirements

Education

- A terminal degree in an academic discipline within the School of Education from a regionally accredited institution

Experience

- Tenured, with a record of academic achievement at the rank of full professor
- Demonstrated leadership experience in PK-12 education, counseling or a related field
- At least five years of experience in higher education administration, counseling or leadership positions

Preferred Qualifications

- Experience in a senior academic leadership role in higher education or PK-12 settings
- Record of successful strategic planning and implementation
- Strong experience in community engagement, fundraising and professional organizations
- Commitment to promoting diversity, inclusion and equal opportunity
- Experience with program accreditation (CAEP, NAEYC, CACREP) and academic assessments
- Knowledge of retention strategies and distance education models
- Familiarity with collective bargaining environments in higher education

Special Conditions for Eligibility

- The Dean is expected to work collaboratively with faculty, students, staff and external stakeholders
- The Dean must reside in the Las Vegas, NM area and be available for campus emergencies
- Occasional travel to regional centers in Albuquerque, Farmington, Rio Rancho and Santa Fe

Knowledge, Skills and Abilities

- Excellent communication and interpersonal skills to engage with faculty, staff, students and community partners including a practice of making timely responses to constituent inquiries and needs
- Strong leadership abilities with a focus on program evaluation, planning and resource management
- Experience with budgeting, strategic planning and operational efficiency
- Familiarity with accreditation processes and a commitment to continuous improvement

- Ability to teach graduate-level courses and mentor graduate students
- Skilled in supervising faculty and staff in a higher education setting

Candidates for this position will be considered through March 20, 2026

To view the position profile, visit <https://www.highereducationleadershipsearch.com/current-searches/>

To apply for this position, visit <https://www.highereducationleadershipsearch.com/candidate-portal-form>.

To nominate someone for this position, e-mail:
nominations@highereducationleadershipsearch.com

Steve Erwin, Ed.D. will be assisting New Mexico Highlands University with the search. If you have questions or would like to have a confidential conversation about the position, call 620-875-9177 or e-mail serwin@highereducationleadershipsearch.com

New Mexico Highlands University is an Equal Opportunity Employer and specifically invites applications from women, minorities, veterans and people with disabilities.