Idaho State University

COLLEGE OF HUMANITIES EDUCATION AND SOCIAL SCIENCES

DEAN

Position Profile



ABOUT IDAHO STATE UNIVERSITY



Idaho State University (ISU) combines exceptional academics amidst the grand natural beauty of the West. ISU faculty and students are leading the way in cutting-edge research and innovative solutions in the areas of energy, health professions, nuclear research, teaching, humanities, engineering, performing and visual arts, technology, biological sciences, pharmacy, and business. ISU President Robert Wagner is leading the institution as they chart a "Bold Path Forward," bringing vision and excitement to the University. His administration is one marked by vision, student-centered impact, transparency, and a regional responsiveness for the benefit of not only the University but also its surrounding community. To read more, visit isu.edu.

ISU is an R2 doctoral research university, and is classified as a professions based undergraduate/graduate-doctorate institution with higher students access-medium earnings. Founded in 1901, ISU boasts a low student to teacher ratio of 14:1. As the state leader in the health sciences, ISU offers widespread health services to the community, as well as multiple degrees in more than 50 health-related areas, including nursing, pharmacy, physical therapy, speech pathology, physician assistant studies, and nurse anaesthesia. In addition to significant offerings in health sciences, ISU offers a wide array of programs through colleges in business, education, technology, arts and letters, and science and engineering. Education at ISU is filled with real-world experience; the $2.3 million Career Path Internship program helps aid hundreds of students' career goals by pairing students with paid on- and off-campus internships. In their spare time, students can choose from more than 70 student organizations, enjoy nature through the Outdoor Adventure Center, or drive to Craters of the Moon National Monument and Preserve or Yellowstone National Park. The Stephens Performing Arts Center on the ISU campus is nationally ranked as one of the most impressive performance venues on a university campus. It is home to the Idaho State Civic Symphony and is also host to numerous plays, concerts, recitals, and art performances. As an NCAA Division I1 school, ISU competes in the Big Sky Conference offering robust athletic programs to students such as basketball, cross-country, tennis, track and field, volleyball, softball, football, golf, and soccer. Read more: isubengals.com.

To read about ISU in the news, go to **isu.edu/news**

125
1901-2026

ABOUT IDAHO STATE UNIVERSITY





13:1 **STUDENT-TO-TEACHER RATIO** allows students to enjoy personal connections with faculty. As a state leader in health sciences, ISU offers hands-on experiential learning for students and widespread health services to the community at more than a dozen clinics across the state.

Education at Idaho State is augmented with **REAL-WORLD EXPERIENCES**; the $2.3 million Career Path Internship program advances the career goals of hundreds of students by pairing them with paid on- and off-campus internships and research experiences.

As an **NCAA DIVISION 1 SCHOOL**, ISU competes in the Big Sky Conference offering robust athletic programs to students such as basketball, cross-country, tennis, track and field, volleyball, softball, football, golf and soccer.

WITH SO MUCH TO EXPLORE, students can get involved in more than 150 student organizations or explore Idaho with whitewater rafting and backcountry experiences led by the Outdoor Adventure Center. Quick day trips to Craters of the Moon National Monument or Yellowstone National Park are a short drive away.

THE L.E. AND THELMA E. STEPHENS PERFORMING ARTS CENTER on the ISU campus is nationally ranked as one of the most impressive performance venues on a university campus. It is home to the Idaho State Civic Symphony and is also host to numerous plays, concerts, recitals and art performances.

UNIVERSITY TRADITIONS

From an annual day of service to a weekly showcase of school spirit, Idaho State proudly celebrates a number of University traditions. We encourage all faculty and staff to join our students and alumni in taking part in all of our longstanding University traditions.

One tradition that we widely encourage is Bengal Wednesday. Walking across campus, or wherever Bengals are in the world, we stand united as fellow Bengals and proudly wear orange and black on Wednesdays.

ABOUT IDAHO STATE UNIVERSITY



ACCREDITATION

The Northwest Commission on Colleges and Universities (NWCCU) is ISU's institutional accreditor. The NWCCU is an independent, non-profit membership organization recognized by the U.S. Department of Education as the regional authority on educational quality and institutional effectiveness of higher education institutions in the seven-state Northwest region of Alaska, Idaho, Montana, Nevada, Oregon, Utah, and Washington. It fulfills its mission by establishing accreditation criteria and evaluation procedures by which institutions are reviewed.

Specialified Accreditation for Colleges and Programs
Many undergraduate and graduate programs maintain specialized professional accreditation. The Office of Institutional Research maintains the most up-to-date list of over 80 ISU programs with specialized accreditation.

To learn more about accreditation, go to
isu.edu/accreditation

RESEARCH AT IDAHO STATE

Trending upward year after year, research at ISU is a driver of growth and development, and solidifies Idaho State's classification as a Carnegie-classified High Research Activity institution.

In FY25, ISU received over **$47 million** in external research awards. This represents a **45%** increase in research awards and a **200%** increase in research funding since 2018.

Last year, ISU students also received just under **$5 million** in externally-sponsored wages, fellowships and stipends to participate in research and creative scholarship activities.

To learn more about research at ISU, go to
isu.edu/research

STRATEGIC PLAN



MISSION

We engage students through learning and research opportunities that improve the intellectual vigor, cultural vitality, and health of our communities.

VISION

We inspire a passion for knowledge and discovery.

VALUES

Integrity: Honesty in our actions and words

Community: Fostering connections

Inclusivity: Valuing all and building a culture of belonging

Teamwork: Collaborating with compassion and respect

Shared Responsibility: All contributing to our success

Learning: Continuous growth and development

GOALS

Increase student access, opportunity, and success

Strengthen programmatic excellence

Cultivate external partnerships

Expand research, clinical and creative activities

Energifie the Bengal community

To learn more about the Strategic Plan go to
isu.edu/strategicplan

CAMPUS LOCATIONS



POCATELLO

Idaho State's main campus is located in Pocatello. This campus is home to administrative offices, student housing, and Bengal athletics. The University has been located on this site since it was founded in 1901.

1421 S. 8th Avenue
Pocatello, Idaho 83209

isu.edu/about



MERIDIAN

Idaho State's Meridian campus offers more than 30 undergraduate and graduate programs in the Sam and Aline Skaggs Health Science Center. Approximately 1,000 students take classes in Meridian and support community-facing health clinics.

1311 E. Central Drive
Meridian, Idaho 83642

isu.edu/meridian



IDAHO FALLS

Located adjacent to the Snake River, the Idaho Falls campus provides opportunities for students to complete associate's, bachelor's, master's and doctoral degrees. The campus is jointly operated with the University of Idaho.

1784 Science Center Drive
Idaho Falls, Idaho 83402

isu.edu/idahofalls



TWIN FALLS

Located on the College of Southern Idaho campus, Idaho State's presence in the Magic Valley offers a number of bachelor's- and doctoral-level programs, mostly through the College of Education.

315 Falls Avenue
Twin Falls, Idaho 83303

isu.edu/twinfalls

The University also operates outreach centers in American Falls, Blackfoot, and Anchorage, Alaska.

UNIVERSITY LEADERSHIP

Robert W. Wagner, Ph.D., began serving as Idaho State University's fourteenth president in January 2024. Before coming to ISU, he served as the Executive Vice President and Chief Operating Officer at Utah State University. He also previously served as the Vice President for Academic and Instructional Services, a unique organizational blend of student, faculty, operational, innovation, and academic programming responsibilities.

President Wagner has positioned ISU for a bold future, driving growth, innovation, and impact, to push boundaries and expand institutional reach, focusing on five key areas:

1. Enrollment Growth and Student Success
2. Academic and Research Enterprises
3. Advancing/Enhancing Physical Infrastructure
4. External Relations and Partnerships
5. Employee Engagement, Empowerment, and Connection

President Wagner is committed to driving meaningful impact through a dedication to research, creative works, and community engagement. Under his leadership, Idaho State University is focused on affordability, relevance, and collaboration to deliver high-caliber education that opens doors to transformational opportunities.



UNIVERSITY CULTURE



At Idaho State, we strive to serve our students through an intentional focus on energizing our Bengal community and enhancing our University culture. We are committed to building a University culture where positivity, productivity, and job satisfaction all intersect.

We are on a journey to integrate strengths-based philosophies into our work environment, designed to celebrate individual contributions and promote growth and development for each member of our campus communities, based on their innate talents. Building on the strengths of our faculty, staff, teams, and institution, we want others to hear us ROAR!

- Strengthening our Bengal communities through access, impact, collaboration, and bold action.
- Celebrating individuals by valuing talents, individual perspectives, backgrounds, experiences, and ideas in an environment where growth and development is supported.
- We believe in leading through shared governance. Listening to problems and concerns and then seeking collaborative solutions with our faculty, staff, and students makes Idaho State stronger.



To learn more about Athletics at ISU, go to **isubengals.com**

ATHLETICS AT IDAHO STATE

As a member of the Big Sky Conference (BSC), Idaho State has 15 NCAA Division I sports. As of 2023, full member institutions are located in the states of Arizona, California, Colorado, Idaho, Montana, Oregon, Utah, and Washington.

Women's Sports:
Basketball
Cross Country
Golf
Indoor Track and Field
Outdoor Track and Field
Tennis
Soccer
Softball
Volleyball

Men's Sports:
Basketball
Cross Country
Golf
Indoor Track and Field
Outdoor Track and Field
Tennis
Football

THE OPPORTUNITY

The College of Humanities, Education, and Social Sciences

Fall 2026 marks the inaugural semester of the College of Humanities, Education, and Social Sciences (CHESS), bringing together programs dedicated to understanding people, strengthening communities, and preparing tomorrow's leaders. The newly formed college brings together three long-standing areas of strength at the University: the School of Humanities, the School of Education, and the School of Social Sciences. Together, this new college features roughly 150 faculty in what is now the second-largest college at the university.

With more than 150 undergraduate, master's, doctoral, certificate, and accelerated programs, CHESS offers a wide range of opportunities across disciplines, including the departments of Communication, Media, and Persuasion, English and Philosophy, History, Military Science (Army ROTC), Teaching and Educational Studies, School Psychology and Educational Leadership, Anthropology and Languages, Political Science, Psychology, and Sociology, Social Work, and Criminology. CHESS' students take advantage of the diverse series of course offerings from these 12 departments and interdisciplinary programs.

The college emphasizes values of integrity, collaboration, community, transparency, inclusivity, shared responsibility, and lifelong learning. The departments within CHESS focus on providing a multi-dimensional approach to studying the human experience, expanding access to information, promoting informed public discussion, and preparing future educators at all levels. CHESS is the intellectual core of Idaho State University, providing the majority of general education courses as well as elective courses and minors for all ISU undergraduates.

In 2026, Idaho State University proudly celebrated its 125th anniversary. Humanities, education, and social sciences have been foundational pillars of the University since its inception, evolving alongside the institution's dramatic growth.

About the Position

Idaho State University invites applications and nominations for their inaugural Dean of the newly formed College of Humanities, Education, and Social Sciences. The Dean of CHESS reports directly to the Provost and Vice President for Academic Affairs and is a member of the Academic Deans Council. The Dean provides academic leadership and executive management of the College of Humanities, Education, and Social Sciences. The Dean supervises a staff of 10, including two Associate Deans, a Director of Development, a Communications Associate, a Marketing Associate, an Enterprise and Systems Administrator, a Business Officer, a Senior Accountant, a Financial Technician, and a Management Assistant.

The Dean of CHESS is also responsible for providing overall administrative leadership to the College's 10 academic departments and two interdisciplinary programs (Global Studies and University Studies). The College of Humanities, Education, and Social Sciences at Idaho State University currently offer over 150 programs and certificates in a wide variety of disciplines that serve the state and beyond. The Dean monitors, develops, and implements policies, procedures, and practices designed to ensure the effective delivery of those academic programs at the undergraduate, certificate, master's, and doctoral levels. The successful candidate will articulate and establish a clear, forward-thinking strategic vision in terms of redefining and reinvigorating the role of these critical programs in the 21st century. Of ISU's nearly 13,000 students, over 9,000 a year take coursework from CHESS's programs, and over 2,000 pursue degrees from the college.

ISU is a collegial and collaborative campus, where the faculty and staff take a genuine interest in advancing the success of their students. The next Dean of CHESS will have the opportunity to build upon a strong foundation of three successful schools and bring them together to serve students in new and creative ways. The next Dean will inherit strong, forward-looking programs, a talented and resourceful team of faculty and staff, and an engaged alumni base, while working with faculty, staff, students, alumni, and administrators across the university to accomplish the following responsibilities:

KEY RESPONSIBILITIES

- Embrace the opportunity to re-envision the future of the college's already strong programs, and build unity and continuity among newly combined units;
- Collaborate with other academic deans and University units;
- Provide intellectual leadership to the College and work closely with the other academic officers and Provost in providing strategic long-term direction for academic affairs;
- Establish a culture of active listening, clear communication, and resolute advocacy for the people and programs of CHESS and ISU;
- Forge connections with other colleges and campus units, and build meaningful relationships with external stakeholders including alumni, donors, employers, community members, and other academic and industry leaders;
- In partnership with university administration, implement a short- and long-term strategic enrollment plan that leads CHESS to further regional and national recognition and aligns with broader university strategic goals and priorities;
- Demonstrate strong and welcoming management skills, working with faculty across campus and the staff of the College to further the programs of the College;
- With capable faculty and staff partners, lead the College's departments through their accreditation cycles;
- Support research and demonstrate experience obtaining external support for undergraduate and/or graduate programs and students;
- Build and work closely with a new CHESS Advisory Council to secure continued alumni, industry, and other external stakeholder support for current and future programs;
- Monitor and support the various online, in-person, and hybrid delivery methods that allow current and future CHESS programs to thrive in ways that fit both students and faculty at all the ISU campuses;
- Aid in the marketing and promotion of current and future academic programs to support enrollment and assist in filling the needs of state and national workforce trends;
- Provide careful financial management and stewardship of the operating budget of CHESS;
- Work with the University advancement team to establish and achieve philanthropic goals and build relationships that advance the goals of CHESS;
- Lead CHESS and represent ISU with kindness and integrity;
- Perform other related duties as assigned by the Provost.

QUALITIES AND QUALIFICATIONS

Idaho State University seeks an accomplished, collaborative, and highly principled leader to serve as Dean of the newly formed College of Humanities, Education and Social Sciences. The successful candidate will recognize the opportunity inherent in bringing together disciplines with distinct histories, traditions, and strengths while creating a compelling shared identity for a new college.

Qualities

The successful candidate will be a highly accomplished, collaborative, and principled leader who:

- Leads with integrity, transparency, candor, and consistency, building trust through open communication and follow-through;
- Is an exceptional listener and relationship builder who values shared governance and engages faculty, staff, students, and academic leaders in shaping priorities and direction;
- Demonstrates the ability to build community and a shared sense of purpose while fostering equitable treatment across departments and programs;
- Provides stable, steady, and sustained leadership and is committed to investing deeply in ISU and the College over time;
- Is an experienced and thoughtful change leader who can build consensus, navigate differing perspectives, and lead effectively in a complex academic environment;
- Is an outward-facing advocate who can elevate the visibility and impact of the College and effectively represent its programs and people;
- Values and supports faculty across appointment types and recognizes the essential contributions of staff;
- Embraces ISU's strong sense of community and maintains an unwavering commitment to academic excellence and student success.

Qualifications

The successful candidate must possess an earned doctorate and a record of teaching, scholarship, and service appropriate for appointment as a tenured professor in a discipline represented within the College. Candidates may come from humanities, education, social sciences, or related fields.

The successful candidate will also demonstrate:

- Progressively responsible academic administrative experience and a record of effective leadership in higher education;
- Experience leading organizational change and working across disciplines, departments, or academic units;
- A demonstrated record of collaborative leadership and shared decision-making;
- Experience supporting and advancing teaching, scholarship, research, and graduate education;
- Knowledge of accreditation, assessment, and continuous improvement, particularly in professionally accredited programs;
- Experience with budgeting, resource allocation, and responsible fiscal stewardship;
- The ability to identify and advance interdisciplinary academic and research collaborations;
- Experience developing productive relationships with external partners and the capacity to contribute effectively to fundraising and advancement;
- An understanding of the evolving landscape of public higher education and experience working effectively within complex institutional and external environments;
- A demonstrated commitment to supporting faculty and staff and fostering a collegial academic culture.

PRIORITIES & EXPECTATIONS FOR LEADERSHIP

Vision and Diplomacy

The inaugural dean of the newly formed College of Humanities, Education, and Social Sciences will have the unique opportunity to merge two former college cultures into one shared identity, capitalizing on an already established record of meaningful success in each school. The successful dean will understand the unique promise inherent in this new college structure and identify strategic opportunities to maximize student impact through the unique collaborations made possible by it. Active listening, strong and proactive communication, and a respect for the historical success of these units will advance the strong framework of the University's second largest college, and intellectual core. The next CHESS Dean will demonstrate the ability to help envision new programs and support faculty and students through their successful completion by employing a collaborative, trustworthy, engaging, and empathetic leadership style. An inclusive leader is trusted to listen carefully to faculty, staff, and students, and will embrace transparency and fairness in decision-making. The new Dean will be expected to ensure that communication is timely, and that the College community is well informed.

Advancing Academic Strengths

The Dean will embrace the significant role that the college plays in delivering both academic programs as well as general education to the ISU campus community. In addition, the Dean will play a pivotal role in helping facilitate interdisciplinary programming among the various units within and external to the college. The new dean will be tasked with working across the curriculum to evaluate the current mix of undergraduate and graduate programs with the expectation of working with the newly combined academic departments to propose, design, and implement new, innovative programs that align with the needs of 21st century learners and emerging workforce demands both locally and nationally. In short, maintaining the current programmatic strengths enjoyed within the various units while seeking new and collaborative academic partnerships with other colleges and partner institutions will be a key aspect of the work of the Dean. The Dean will serve as an advocate for CHESS and members of the CHESS community on each of ISU's campus locations, and will work collaboratively with other university leaders to ensure integration of academic programs, planning, marketing, and enrollment into overall academic planning for the College.

Fiscal Responsibility and Development

The new dean will be an effective steward of the fiscal health of CHESS and will be prepared to successfully maintain a budget by being innovative and by exploring new revenue-generating models. The dean will need to effectively balance supporting innovation and achieving operational efficiency. The successful dean will be an adept manager of human capital and other resources. In addition, in collaboration with University Advancement, the Dean will actively build and maintain relationships with current donors and cultivate new relationships with potential donors. The next dean will have the opportunity to create a new, combined advisory board drawing from many talented alumni and supporters of the College's programs.

Planning the Way Forward

In recent addresses, ISU President Robert Wagner has committed the university to a bold vision centered on maximizing impact and securing public trust through meaningful student outcomes. Capitalizing on record enrollment growth trends, significant improvements in student success rates, increased institutional grant production, significant enhancements to our physical infrastructure, meaningful expansion of external relationships and partnerships, and intentional employee engagement and connection, President Wagner unveiled a 10-point *Contract for Idaho* (isu.edu/contractforidaho). This contract charts the vision for how ISU will continue to lead the state in advancing opportunity, increasing knowledge, and answering the needs of our communities. CHESS will have a major role to play in honoring the institutional commitments associated with this contract, and the Dean will be key to the college's success in doing so.

PROCEDURE FOR CANDIDACY

Review of applications for the Dean of the College of Humanities, Education, and Social Sciences will begin immediately and continue until an appointment is made. To assure full consideration, applications should be received by **December 11th, 2026**, and must include:

- A letter of interest addressing the strategic objectives and qualifications identified in the profile;
- A current curriculum vitae; and
- The contact information (email and phone) for five professional references, including their relationship to the candidate.

Idaho State University is being assisted by AGB Search. Application materials should be submitted through the AGB Search portal system here Dean of the College of Humanities, Education, and Social Sciences.

Please direct nominations and expressions of interest or any questions regarding the application process to: ISUCHESS@agbsearch.com

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AGB SEARCH
Advancing Higher Education Leadership

Idaho State University is an Equal Employment Opportunity employer, including Veterans and individuals with disabilities.

ISU follows Executive Order 11246 Pay Transparency Nondiscrimination Provision. Upon request, reasonable accommodations in the application process will be provided to individuals with disabilities. Please call Disability Services at (208) 282-3599 or email disabilityservices@isu.edu.

POCATELLO & SOUTHEAST IDAHO

Southeast Idaho is centrally located between Salt Lake City, Utah, and the popular vacation destinations of Yellowstone National Park, Grand Teton National Park, and Jackson, Wyoming. Eastern Idaho is frequently ranked as one of the nation's best locations for outdoor recreation, providing opportunities for mountain biking, hiking, kayaking, fishing, camping, skiing, and rock climbing.

The City of Pocatello is located along the historic Oregon Trail in the western foothills of the Rocky Mountains. At an elevation of 4,448 feet, Pocatello has an unusually desirable four-season climate where clear, sunny, and dry weather is the norm. Known as the "Gate City," Pocatello is home to more than 55,000 residents, and the metropolitan area of Pocatello-Chubbuck has a population of about 80,000. (visitpocatello.com)

Pocatello's economy is centered around education, healthcare, energy, and high-tech manufacturing. Pocatello is home to Portneuf Medical Center, a regional Level II trauma center with state-of-the-art cardiology and neurosurgery programs. Fifty miles away, Idaho National Laboratory employs over 6,000 scientific, engineering, and other staff. Residents of Pocatello enjoy the city's 32 parks, the Idaho Museum of Natural History, the Fort Hall Replica, golf courses, a swimming complex, over 1,000 miles of bike and hiking trails, Pocatello Junction, a skate park, Zoo Idaho, and ISU's Stephens Performing Arts Center.

Based on average housing costs, utilities, healthcare, transportation, groceries, and other services, Idaho's cost of living is ranked one of the lowest in the nation. The FBI ranks Idaho's crime rate as the lowest in the West.





