

H NEW MEXICO HIGHLANDS UNIVERSITY



**DEAN OF THE FACUNDO VALDEZ SCHOOL OF SOCIAL WORK
NEW MEXICO HIGHLANDS UNIVERSITY**

Founded in 1893, **New Mexico Highlands University** is a public, comprehensive institution serving its global and local communities. Its mission is to provide opportunities for undergraduate and graduate students to attain an exceptional education by fostering creativity, critical thinking and research in the liberal arts, sciences, and professions within a diverse community.

Located in Las Vegas, N.M., with centers in **Santa Fe, Rio Rancho (Albuquerque Metro), Farmington and online**, NMHU strives to be a premier comprehensive university transforming lives and communities now and for generations to come. It is steadfastly committed to its core values of excellence, diversity, accessibility and responsiveness, which define the Highlands experience and provide the foundation of its brand.

Serving approximately **2,700 total students**, evenly distributed between residential, commuter and online, the University offers **29 bachelor's degree and 31 master's degree options** spread out across four colleges and schools: Facundo Valdez School of Social Work; School of Business, Media and Technology; School of Education; and College of Arts and Sciences. With its online programs having experienced significant growth, NMHU stands out for its accessibility and flexibility in delivery, effectively serving students of all types. The **student-faculty ratio is 15-1**.



SANTE FE CENTER



RIO RANCHO CENTER



FARMINGTON CENTER



ONLINE

In addition to a rich academic curriculum, students experience deep, meaningful learning commonly associated with high-impact educational practices such as undergraduate research, internships, study-abroad experiences, service learning projects directly connected with classes and other community-based activities.

Eighty-nine percent of New Mexico Highlands University's diverse faculty hold the highest degree in their fields.

The University has defined **five key strategic goals for 2025**:

- 1: Teach and mentor students to integrate a broad range of academic skills, a breadth and depth of curricular knowledge, and an interdisciplinary understanding
- 2: Inspire students to action through environments that foster scholarship and produce graduates equipped to address regional and global issues
- 3: Engage with and serve its communities for mutually beneficial exchanges of knowledge, services and resources
- 4: Advance excellence in diversity, equity and inclusion policies and practices
- 5: Be a comprehensive educational provider for all students including traditional, non-traditional, online, distance, community and lifelong learners

See the Complete 2025 Strategic Plan at www.nmhu.edu/huvision

The New Mexico Highlands University Board of Regents has **selected Dr. Neil Woolf to be the institution's 19th president.** Dr. Woolf began his term on July 1, 2024.

Dr. Woolf brings more than 22 years of higher education administrative experience to NMHU. He served as the Executive Vice President for Southern Oregon University (SOU), where he also served as the Vice President of Enrollment Management and Student Affairs from 2019-23. Additionally, he served as the Enrollment Officer and Interim Assistant Vice Chancellor for Enrollment Management at the University of Wisconsin Oshkosh in 2018 and the Associate Vice President for Enrollment Management at Eastern Washington University from 2013-18.

In addition to his extensive academic and financial experience, Dr. Woolf has a strong understanding of and support for Hispanic Serving Institutions (HSI). His previous work with the Hispanic Association of Colleges and Universities (HACU) included helping establish the first HSI in Nevada.

Outside of academics, New Mexico Highlands University strives to engineer a student experience characterized by a **vibrant campus life**. It boasts a wide variety of extracurricular activities, including clubs and organizations, sports,



art galleries, concerts and films, for students to choose from, as well as a safe and comfortable living environment for those desiring a residential experience. The University takes pride in honoring each student's unique background, cultural heritage and familial values/customs while also focusing on their goals, passions and dreams.

Athletically, the New Mexico Highlands University **Cowboys and Cowgirls compete at the NCAA division II level as members of the Rocky Mountain Athletic Conference.** Offering **11 varsity sports**, the athletic program has amassed a variety of honors through its history, including placing in the NCAA Division II Men's Cross-Country National Championship in 1998; breaking the



NCAA record for turnaround wins in all divisions of men's basketball in 2008-09; and winning the NCAA Division II National Wrestling Championship in the 125-lb division in 2010.

New Mexico Highlands University is an important educational, cultural, social and economic asset in New Mexico, particularly the northern part of the state. It is ranked among the Top Performers in Social Mobility and Top Public Schools by *US News & World Report*; consistently rates #1 in New Mexico for student satisfaction, accessibility and career outcomes; and was recently awarded \$20.5 million in endowment funding from New Mexico's Higher Education Department to bolster its education, social work and nursing degree programs.



The Facundo Valdez School of Social Work at New Mexico Highlands University invites applications and nominations for the **position of Dean beginning July 1, 2025**. The FVSSW has a primary commitment to Hispanic and Native American populations of the Southwest. The Dean serves as the chief academic and administrative officer of the school, leading faculty, staff and students at the Las Vegas, Rio Rancho (Albuquerque Metro), Santa Fe and Farmington campuses and online. The Dean also oversees the Native American Social Work Studies Institute and a state Center of Excellence for Social Work and Behavioral Health.

The Dean provides leadership and ensures the strategic planning, fiscal operations, accountability, and continuous improvement of new and current academic programs and services; builds and maintains relationships with the many culturally diverse communities of New Mexico; promotes student success and satisfaction; engages in fund/friend-raising, and works to increase enrollment and retention. The Dean promotes professional development, faculty research and other scholarly activities. Other responsibilities include leading the development, evaluation and administration of the school curriculum for all campuses including online. The successful candidate will have the experience and skills to advance the FVSSW in the state of New Mexico and regionally. The position will be located in Rio Rancho with weekly trips to the Las Vegas campus.

The Dean reports directly to the Provost/Vice President of Academic Affairs and is a member of the Provost Council and Deans Council.



KEY RESPONSIBILITIES

- Be a champion of NMHU and the Facundo Valdez School of Social Work
- Provide leadership to the FVSSW by developing, implementing and evaluating a strategic plan specific to the School
- Provide leadership in faculty and staff recruitment
- Oversee personnel matters involving academic and non-academic employees including recruiting qualified candidates, and conduct personnel evaluations in accordance with University standards
- Make recommendations to the Provost regarding personnel appointments and re-appointments, promotion and tenure decisions, and post-tenure review, annual staff evaluations, and dismissal, if necessary
- Oversee faculty workload plans to ensure School operational efficiency
- Articulate budgetary needs of the School and manage the allocation and expenditure of resources
- Responsible for enrollment growth in the School including recruiting efforts, student retention, and attending various academic and social functions both on and off campus, including the Centers



- Promote interdisciplinary collaboration, cooperation and scholarly activity
- In collaboration with faculty and staff, guide the activities of the School and develop annual goals and objectives
- Support the FVSSW through involvement in relevant professional associations as well as state and national regulatory or accrediting agencies
- Lead the FVSSW in maintaining continuous accreditation and compliance with the Council on Social Work Education (CSWE)
- In collaboration with the Provost, serve to support the Higher Learning Commission (HLC) accreditation efforts to include compiling data and preparing accreditation documents
- Coordinate and oversee the assessment of academic programs, including student learning outcomes and assessment of the learning environment and learning opportunities, as per CSWE standards
- Support the departments in submission of grant applications and/or prepare proposals for outside funding of projects including oversight of the Title IV-E and SWEEP federal grants

- Chair or participate in academic or campus-wide committees as appointed by the Provost or voted on by faculty
- Collaborate with program coordinators on the development of course schedules and student registration processes
- Work with tribal leaders to ensure success of the Native American Social Work Studies Institute;
- Lead the Center of Excellence for Social Work, Mental and Behavioral Health to ensure quality of programming across New Mexico
- Lead the continued growth and development of in person and online program offerings within the FVSSW
- Maintain good working relationships with faculty and administration in all academic and non-academic sectors
- Communicate effectively with constituents within the University, school districts, mental health agencies, surrounding communities, and state and national entities regarding the University
- Attend conferences and seminars to inform the campus community of trends in social work

- In collaboration with the Office of Advancement, develop a fundraising plan that supports the FVSSW's goals
- Cultivation of donors, stewardship and solicitation in partnership with the Office of Advancement
- Work with an outside advisory board consisting of employers and alumni to keep the curriculum current to better prepare students for professional employment
- Commitment to professional development of faculty and staff and personal engagement representing the NMHU and the Facundo Valdez School of Social Work in national organizations and conferences
- Work with the President and Provost to maintain and strengthen the partnerships and relationships with government legislative bodies and agencies state at the state and federal level
- Maintain regular attendance including visits to extended campus centers
- Teach one class a year
- Perform other related duties as assigned by the Provost



MINIMUM JOB REQUIREMENTS

- Earned doctorate (Ph.D., DSW, Ed.D.) and a Master of Social Work degree from a regionally accredited institution
- Progressive leadership in higher education over a six-year period
- Administrative experience in budgeting and grant oversight

PREFERRED QUALIFICATIONS:

- Licensed social worker in NM or eligibility to obtain a license prior to hire
- Is/was tenured and holds/held the rank of associate professor
- Outstanding record of academic leadership
- Executive level of social work professional experience
- Experience with learning, teaching, quality and oversight of asynchronous online programs;
- Demonstrated success with strategic planning and budget management
- Demonstrated success with community engagement, professional organizations, legislators and fundraising
- Demonstrated record of commitment to excellence in teaching and research
- Demonstrated success working collaboratively with faculty to develop and strengthen programs
- Experience in online education and delivery systems including collaboration with enrollment management and third-party enrollment partners
- Demonstrated success and/or ability and willingness to collaborate on program/degree development in cross-discipline partnerships within the University
- Evidence of instituting programs that improve retention/graduation/enrollment
- Evidence of promoting an environment of shared governance and fostering a sense of community
- Experience with professional and regional accreditation bodies including CSWE
- Demonstrated achievement in the promotion of diversity, affirmative action, ADA and Equal Opportunity
- Experience working in a collective bargaining environment

KNOWLEDGE, SKILLS AND ABILITIES

- Ability to work and communicate effectively with faculty, staff, students, employers and the professional community
- Skill in supervising and mentoring faculty and staff
- Ability to maintain currency in the social work field
- Knowledge of the goals, objectives, structure and operations of a public university
- Strong listening skills and mediation experience
- Program evaluation, planning and implementation skills
- Knowledge of customer service standards and procedures
- Skill in organizing resources and establishing priorities
- Ability to analyze budgetary expenditures for compliance with approved budget
- Ability to develop, plan and implement short-and long-range goals
- Ability to plan and evaluate programs
- Skill in establishing, directing and enforcing policies and regulations
- Effective teambuilding skills and experience
- Familiarity with and commitment to accreditation and assessment of student learning outcomes;
- Ability to teach graduate-level courses
- Ability to supervise graduate student research
- Ability to supervise graduate internships





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ALBUQUERQUE, N.M.

Founded in 1706, Albuquerque, N.M. is one of the oldest cities in the United States and boasts a unique multicultural history and heritage.

Home to approximately 565,000 residents (942,000 in the greater metro area), Albuquerque is recognized as one of the **most culturally diverse cities in the country**. Weaving Native American, Hispanic and Latino cultural influences, as well as historic customs and traditions, throughout everyday life, Albuquerque personifies the authentic Southwest, promoting a culture of creativity, acceptance and deep-rooted community.

As New Mexico's largest city, Albuquerque offers its residents **affordable living, a combination of urban, suburban and rural settings, and a diverse and booming economy**. It boasts a bustling downtown entertainment district, thousands of shops and galleries, traditional New Mexican restaurants, international theater and dance companies, and many casinos surrounding the metropolitan area. Old Town Albuquerque, which dates to the city's 1706 founding as a Spanish colony, is filled with historic adobe buildings and includes

the Indian Pueblo Cultural Center, which traces the area's tribal history.

Consistently ranked as a top arts destination, Albuquerque is home to a variety of cultural centers, art museums and art galleries, which showcase everything from visual, traditional and contemporary arts to Southwestern and Native American art. Historic Route 66 runs through the heart of the city along Central Avenue, adorned with eclectic shops/restaurants, buzzing neon signs and vintage artifacts.

Located in the high desert and **bathed in 310 days of sunshine per year, Albuquerque offers an ideal climate for outdoor activities** including biking, skiing and hiking. It is home to some of the best golf courses in the Southwest, and is also known as the hot-air balloon capital of the world. Each October, the nine-day Albuquerque International Balloon Fiesta® Powered by ExxonMobil takes place. Set against a stunning skyline and backdrop of the Sandia Mountains, the festival draws a huge international crowd of balloonists and spectators and is considered to be the most photographed event in the world.

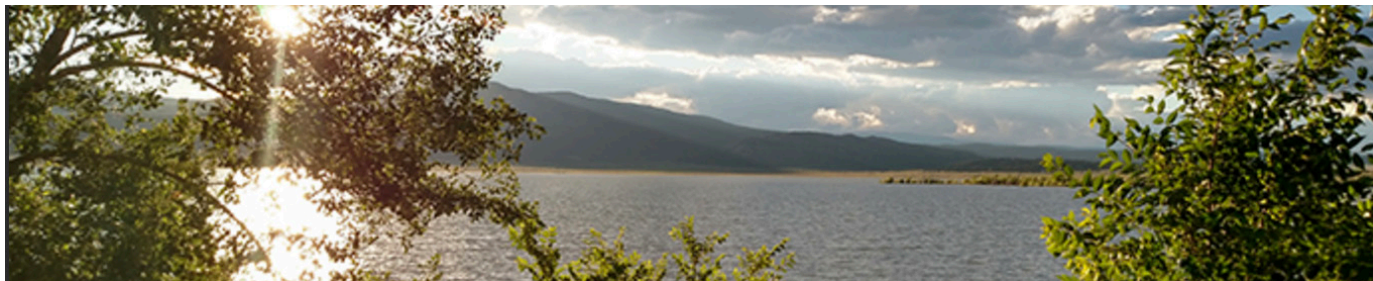
Albuquerque's spectacular climate, unique landscape and four mild seasons makes it

a popular filming destination. Numerous well-known TV shows and movies have been filmed in Albuquerque, including hit AMC series' Better Call Saul and Breaking Bad, as well as blockbuster movies Independence Day: Resurgence, The Avengers and Transformers.

Albuquerque is widely recognized for offering its residents a high quality of life, as reflected in numerous national rankings. In 2020 it was named one of the Best Places for Outdoor Enthusiasts to Live and Work by SmartAsset; it secured the No. 8 spot on Liveability's 2021 list of Top 10 Remote-Ready Cities in the U.S.; it ranked No. 34 on Resonance Consultancy's 2021 list of America's 100 Best Cities with populations of 500,000 or more; and in 2022 it was named the No. 1 Most Pet-Friendly City in the U.S. by TravelAwaits, among other honors.

Albuquerque is located off Interstate 25 about 60 miles south of Santa Fe, and is served primarily by Albuquerque International Sunport (ABQ). It is in close proximity to many other major cities including El Paso, Texas (230 miles), Juarez, Mexico (235 miles), Tucson, AZ (315 miles) and Scottsdale, AZ (318 miles).

For more information, visit: www.visitalbuquerque.org



Founded in 1835, Las Vegas, New Mexico, enjoys a rich southwest history teeming with extraordinary landmarks, fascinating legends and cultural lore.

Located at the stunning juncture of the Great Plains and Sangre de Cristo mountains, at an elevation of 6,500 feet, Las Vegas offers its approximately 13,000 residents **the convenience of big-city amenities with the charm of a small-town experience.**

Las Vegas has strong, historic roots in the Santa Fe Trail and was once an essential stop for pioneers, explorers and traders, as well as a booming destination during the railroad era. Today, that rich history is preserved through numerous outdoor architectural museums, five MainStreet historic districts and more than 900 buildings listed on the National Registry of Historic Places. People from widely varied backgrounds contribute to the area's rich cultural heritage, showcasing the city's deep respect for and appreciation of diversity.

LAS VEGAS, N.M.

Las Vegas residents **enjoy clean air, quality health care and education, reasonable cost of living and a booming economy.** Many large corporate and business chains call Las Vegas home, and the city boasts two separate institutions of higher education, New Mexico Highlands University and Luna Community College, as well as the only United World College in the country. Quaint, charming hometown shops and restaurants line the historic old-town area, alongside traditional arts and crafts galleries featuring everything from antiques and unique furniture to art work and clothing/jewelrall. Many movies, as well as the popular A&E TV series Longmire, were filmed in Las Vegas.

A myriad of architectural treasures give Las Vegas its special charm. Picturesque old-style Victorian houses line its streets, nestled between modern neighborhoods and northern New Mexico architecture. Las Vegas's past growth created two separate municipalities, West Las Vegas and East Las Vegas, which were later combined into one town but still

maintain the East and West division and cultures, giving a feeling of "small town America with a bit of an edge."

Boasting **two National Forests within minutes of its downtown area, Las Vegas** offers numerous outdoor recreation opportunities and wilderness experiences including hunting, camping, hiking, fishing and bird watching. The **80-acre Storrie Lake State Park** is a favorite destination for water sports, especially windsurfing, and other popular spots including the Las Vegas National Wildlife Refuge and MacAlister Lake are within easy driving distance as well.

Las Vegas is located on Interstate 25 about 65 miles east of Santa Fe and 125 miles northeast of Albuquerque. It is served primarily by the Santa Fe Municipal Airport (SAF), and is in close proximity to other large cities including Colorado Springs, CO (225 miles), Lubbock, Texas (235 miles), El Paso, Texas (274 miles) and Denver, CO (327 miles).

For more information, visit:
www.visitlasvegasnm.com



To apply for this position, visit:

highereducationleadershipsearch.com/candidate-portal-form

To nominate someone for this position, e-mail:

nominations@highereducationleadershipsearch.com

Alan Medders, Ph.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 256-239-2305 or e-mail alanmedders@highereducationleadershipsearch.com

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

Candidates for this position will be considered through March 16, 2025.



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