

The Search for a  
**Dean of the College of  
Education, Arts & Sciences**



LeTourneau University is seeking a dynamic individual to lead the College of Education, Arts and Sciences through an upcoming period of significant growth. The dean will cast a compelling vision for the school that aligns with LeTourneau University's ambitious [strategic plan](#) and comprehensive campaign, which will include significant investments in faculty, facilities, and programs. The dean must embody and be able to articulate the character and purposes of the university as stated in our [Vision and Mission](#) and set forth in our [Statement of Faith and Community Covenant](#). This individual must be animated by an authentic and vital personal Christian faith; the hands-on, [Christian polytechnic education](#) of LeTourneau University; and the opportunity to prepare students who influence the world for Jesus Christ through their vocation.

# THE COLLEGE OF EDUCATION, ARTS AND SCIENCES AT LETOURNEAU UNIVERSITY

The College of Education, Arts and Sciences is home to more than 400 students across its variety of residential and online programs. The College also serves campus extensively through its general education curriculum and oversees instruction within our thriving dual credit program. The College's leadership team, consisting of the dean, associate dean, dual credit director, and department chairs, shepherds and oversees approximately 30 full-time faculty who prepare students through a hands-on, Christ-centered curriculum where the integration of faith and learning is at the fore. Outstanding faculty bring decades of teaching, industry, and missions experience to the classroom, connecting closely with students and equipping them for life and work after graduation. The College plays a central role in fulfilling our unique calling as the Christian Polytechnic University, especially through the general education curriculum. The general education curriculum is currently undergoing a revision as part of LeTourneau University's strategic plan to strengthen, clarify, and create cohesion across disciplines, while leaning into our Christian Polytechnic identity.

The College of Education, Arts and Sciences offers undergraduate programs in biology, chemistry, mathematics, physics, kinesiology, computer science, history, criminal justice, political science, English, and communications; graduate programs in education; and a variety of courses in Fine Arts. Additional information about these programs can be accessed online at [www.letu.edu/academics/education](http://www.letu.edu/academics/education) and [www.letu.edu/academics/arts-and-sciences](http://www.letu.edu/academics/arts-and-sciences).

## Primary Responsibilities

- Setting a compelling vision for the college that supports the university's mission, heritage, Christian Polytechnic identity, and strategic plan
- Fostering a healthy environment for faculty, staff, and students that supports teaching, learning, discipleship, and scholarship
- Supervising the recruitment, development, evaluation, and retention of faculty and staff
- Ensuring high standards in the college's programs, including residential, online, and dual credit programs, and supporting institutional and specialized accreditation
- Working with department chairs and campus leaders to cultivate existing programs, assess the need for new and/or expanded offerings, and launch new programs or initiatives that strengthen the university's position as the Christian Polytechnic University
- Collaboratively leading the implementation and assessment of the revised general education curriculum
- Partnering with campus leaders to set funding priorities for the college and participating in strategic fundraising efforts for our ambitious comprehensive campaign
- Developing and maintaining strong partnerships with alumni, industry, and donors
- Overseeing the college's administrative and financial affairs
- Working collaboratively with six academic deans and the Provost's Office to provide input and insights on strategic decisions for the good of the university as a whole

## Qualifications

The dean should be a visionary leader, strategic thinker, and excellent communicator with an earned doctorate in one of the fields represented in the College of Education, Arts and Sciences. This individual is expected to demonstrate a mature personal faith in Jesus Christ, the ability to articulate and champion integration of faith and learning, the desire to engage the broader evangelical Christian community, and agreement with the University's Statement of Faith and Community Covenant.

Additional qualifications include:

- A person of deep personal faith and absolute integrity who engenders trust
- A champion of the liberal arts, with an ability to articulate their distinctiveness and importance at a Christian Polytechnic University
- A record of excellence in administration, including strategic planning, budgeting, and team building
- An ability to provide innovative leadership internally while advancing the school externally
- Academic credentials that qualify the candidate for the rank of full or associate professor in the College of Education, Arts and Sciences
- Outstanding academic and professional experience with a demonstrated track record in effective teaching and research
- Enthusiasm for meeting the changing needs of traditional residential students and nontraditional online students
- Experience with and a working knowledge of program assessment
- An open, transparent, and collaborative spirit; a desire to empower others; a consensus-building management style predicated on mutual respect and active listening; and the skill to inspire colleagues
- An ability to build trust through collaborative decision making, embracing shared governance, and a demonstrated commitment to academic freedom
- A strong appreciation for Christian higher education and the unique strategic vision of LeTourneau University

## Salary and Benefits

Salary is competitive and commensurate with experience and other qualifications. LeTourneau University offers group health insurance plans, life insurance, contribution to a retirement program, and undergraduate tuition waivers for employees and their dependents, among other benefits.

Date Position is Available: Summer or Fall 2024



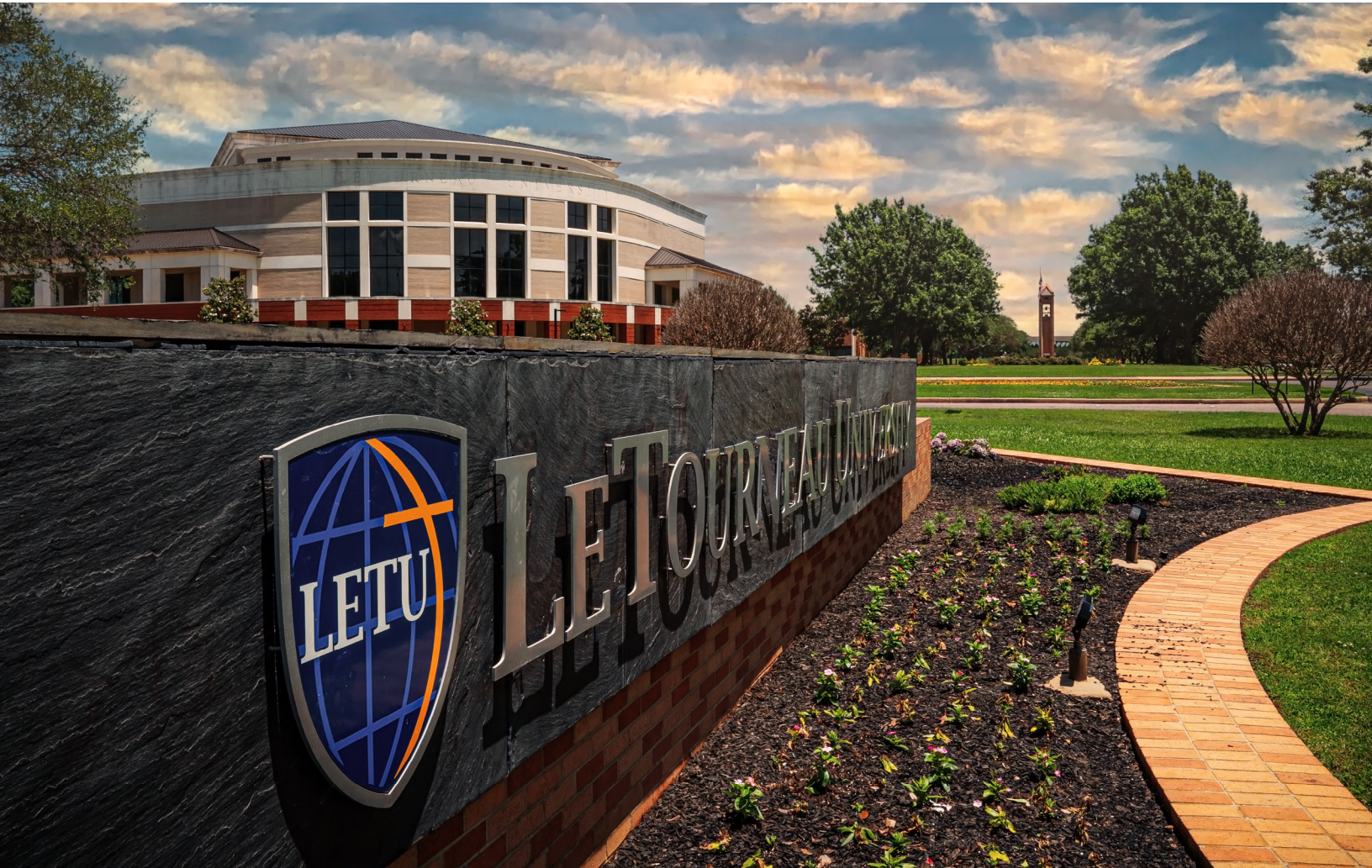
## Procedure for Application

Interested applicants should submit a letter of interest, CV, completed application, and copies of unofficial transcripts by November 30, 2023, for full consideration. Applications after that date will be reviewed as received until the position is filled. Applications are available at [www.letu.edu/jobs](http://www.letu.edu/jobs) and should be submitted electronically to:

Office of the Provost  
LeTourneau University  
PO Box 7001  
Longview, TX 75601

E-mail: [OfficeoftheProvost@letu.edu](mailto:OfficeoftheProvost@letu.edu)

*In accordance with applicable provisions of federal law, applicants for employment who are in agreement with the educational mission of LeTourneau University and applicants for admission to educational programs or activities are considered without discrimination on the basis of race, age, sex, handicapping condition, national origin or genetic information. Inquiries about this policy should be directed to the Director of Human Resources, (903) 233-4170.*



# AN INTRODUCTION TO LETOURNEAU UNIVERSITY

LeTourneau University is known as “The Christian Polytechnic University,” as a comprehensive yet STEM-focused, evangelical, and interdenominational Christian institution. LeTourneau is accredited by the Southern Association of Colleges and Schools Commission on Colleges and is a member of the Council for Christian Colleges and Universities. LeTourneau offers more than 140 graduate and undergraduate programs in aviation, engineering, education, business, psychology and counseling, arts and sciences, nursing, and theology and vocation. Students enjoy the opportunity to take classes in person, online, or in a dual credit format.

Approximately 3,210 students (including online and dual credit students) currently attend LeTourneau University. With the average class size of 17 and a 15-to-1 student to faculty ratio, students are able to develop close relationships with world-class faculty. Professors are experts in their chosen field, credentialed with degrees from the top universities around the world. Many come to LeTourneau straight from industry or missions contexts, offering real-world experiences in the classroom and rich mentoring relationships with students. At LeTourneau, students receive both academic excellence and intentional spiritual formation because the integration of faith and learning is paramount to the educational mission of the university. Faculty and staff are active in students’ lives and encourage students to know Jesus Christ and the abundant life He offers.

At LeTourneau University, the Student Life Department exists to foster a God-honoring community that challenges and supports students and creates opportunities for them to learn, to love the things God loves, and to grow into the people God created them to be—through meaningful relationships and excellent programs. There are over 50 recognized student organizations on campus and multiple student activities and opportunities to be involved in campus life. LeTourneau University is a member of the American Southwest athletic conference and student athletes compete in 17 NCAA Division III intercollegiate sports. Spiritual Life at LeTourneau University is a holistic experience which shapes the mind, body, and spirit of each student. Through chapel services, life groups, local and global missions opportunities, dorm life and more, the goal is to equip students to live their faith and share God’s redemptive story with the world.

LeTourneau consistently ranks among the top colleges and universities in the nation and the state of Texas: Top National Tier, Best Regional University in the Western Region and Best Undergraduate Engineering Program (U.S. News & World Report); Best Small Colleges in America, Most Conservative College in Texas, Best Christian College in Texas (Niche.com) in 2022. Also, LeTourneau ranks in the top 20 Best Value Colleges in Texas (Payscale.com) and Best Value Schools (U.S. News & World Report). LeTourneau University was founded in 1946 by businessman and devout Christian, R.G. LeTourneau, and his wife, Evelyn. Its beautiful, 162-acre, residential campus is located in Longview, TX. Learn more at [letu.edu/rankings](https://letu.edu/rankings).



# THE LETOURNEAU STORY

Businessman and devout Christian R.G. LeTourneau was one of the world's greatest inventors of earthmoving equipment. While flying over the East Texas area, touring it as a potential site for his manufacturing factory, LeTourneau and his wife, Evelyn, discovered a vacated Army hospital consisting of over 200 frame buildings. Since the site was no longer in use, Mrs. LeTourneau suggested establishing a technical school to educate returning World War II veterans. The site became LeTourneau Technical Institute in 1946 and provided an "earn as you learn" technical education in a Christian environment. Students would alternate



between spending time in courses learning methods and procedures of manufacturing and working in the LeTourneau plant using skills learned in the classroom.

In 1961 the school became LeTourneau College, a co-educational four-year school, and later, in 1989, became LeTourneau University, a SACSCOC-accredited, nondenominational evangelical Christian university, offering four-year and two-year degree programs in engineering, technology, the liberal arts, business, aeronautical science, education, and the sciences, plus master's degree programs in business and education. In that same year, the university began offering programs for working adults with evening and weekend classes.

LeTourneau University is an unapologetically evangelical Christian university. With no direct denominational ties, it welcomes students of all denominations who love and seek after God, including students that may not be a Christian. It is a place where decades of students have found a deeper relationship with Him, grown in their spiritual walk, and discovered God's purpose for their lives.

## THE CHRISTIAN POLYTECHNIC UNIVERSITY

There is a particularly Christian coherence at LeTourneau University, secured to the story of the gospel, that adds context and depth to our polytechnic education. Students are taught not just to create or apply the latest technologies but also to evaluate them critically in light of what is good for humanity and creation. There is a commitment as scholars and educators to recognize the way our Christian faith illumines and aligns our work, play, study, leisure, and everything curricular and cocurricular on a college campus. What makes LeTourneau University special is there is not another institution of its kind. God has created a particular environment and culture, a particular DNA, and a particular institutional commitment to an education immersed in technical, applied, and Christian outcomes. LeTourneau University has developed a certain vocation within higher education that requires us to steward and maximize our institutional gifts for the good of the world. To read more about our identity and mission as "The Christian Polytechnic University" please read [a recent university whitepaper](#) authored by our former provost and current president, Dr. Steven D. Mason.

# STATEMENT OF FAITH AND COMMUNITY COVENANT

A deep faith in God is the cornerstone of LeTourneau University. We believe that no education is complete until a student understands who God is and how to relate to Him through His Son, Jesus Christ. This belief influences all that we do and teach. While we believe that everyone must have the freedom to interpret God's truth individually, LeTourneau University recognizes certain basic tenets of the Christian faith as stated in our [Statement of Faith](#).

LeTourneau University is an institution of higher learning with a rich history of preparing students for meaningful work across the globe, a life of faithfulness to Jesus Christ, a particular vocational calling, and the advancement of the Kingdom of God. The University's Purpose Statement reflects the history, mission, vision, and goals of the school and its own vocation as a Christian organization. As an academic faith community in the evangelical Christian tradition, LeTourneau University offers a residential and online community experience conducive for Christian growth. The institution has always been committed to Christian discipleship through strong academics and hands-on training, mutual spiritual encouragement of faculty and staff, intentional mentorship of students, and devotion to Christian practices in accordance with the Scriptures. As an interdenominational institution with a broadly Christian and evangelical Statement of Faith, LeTourneau is a community bonded by the essentials of historic and orthodox Christian beliefs and practices that are common to Christians across the world and through the ages. Holy Scripture is the institution's cornerstone for faith, life, and practice. LeTourneau University exists to serve the local and universal Church by offering particular gifts to the world that are possible through a healthy academic faith community. LeTourneau University is a collection of trustees, administrators, faculty, and staff, committed to its evangelical Christian heritage and mission, who seek to show Christian charity and hospitality to people of all backgrounds, perspectives, and faith walks. Therefore, we are an institution that welcomes students and guests who identify with our Christian faith, and we also welcome those who may not—those who may be devoted to another religion or are unsure of faith and religion as a whole, and who also desire to contribute to LeTourneau's particular academic and Christian faith community.

For the sake of fulfilling the community's purposes, its diverse members and guests voluntarily enter into a social compact. At LeTourneau we call this social compact our [Community Covenant](#).



# VISION AND MISSION

## VISION STATEMENT

Claiming every workplace in every nation as our mission field, LeTourneau University graduates are professionals of ingenuity and Christ-like character who see life's work as a holy calling with eternal impact.

## MISSION STATEMENT

LeTourneau University is a comprehensive institution of Christian higher education where educators engage learners to nurture Christian virtue, to develop competency and ingenuity in their professional fields, to integrate faith and work, and to serve the local and global community.

## GOALS

### **LeTourneau University educates students who:**

- Demonstrate competency and ingenuity in their professional fields
- Integrate Christian faith and work: understanding their vocation within the triune God's grand story of redemption revealed in Scripture
- Engage the local and global community

### **LeTourneau University is an educational community that:**

- Fosters an engaging environment conducive to teaching and learning
- Cultivates Christian virtue
- Contributes to the enrichment and service of the local and global community

# ABOUT LONGVIEW

Longview was founded in the early 1870's when Southern Pacific Railroad extended its track from Marshall westward into Gregg County. Longview incorporated on May 17, 1871, the first community in Gregg County to do so. The population of Longview grew to 5,036 in the 1930's, and more than doubled to 13,758 by 1940 - due to the discovery of crude oil in the area. Longview's growth has continued throughout the years and has a population of 81,638 as of the 2020 Census.

Longview is a recognized cultural arts district that incorporates facilities and performing venues, including the S.E. Belcher Jr. Chapel and Performance Center at LeTourneau University. Longview is proud to be the hub of East Texas outdoor recreation and leisure travel, and is famous for its fabulous festivals, fine dining and historic downtown. Longview is the county seat of Gregg County and is located on the U.S. Interstate 20 and U.S. Highway 80 corridor that stretches from Dallas/Fort Worth through Shreveport/Bossier City, La. Dallas lies 125 miles west of Longview, and Shreveport is 60 miles east.

