

POSITION PROFILE

Dean of the College of Health & Human Services

Fall 2024

In partnership with Summit Search Solutions, Inc.





THE OPPORTUNITY

Dean of the College of Health and Human Services

The Position

Northern Arizona University (NAU) seeks a visionary, inclusive, and strategic leader as its next College of Health and Human Services (CHHS) Dean.

The Dean of CHHS is the chief academic and administrative officer of the College and reports to the Executive Vice President & University Provost. The Dean will develop strong relationships with university administration, faculty, and staff, as well as industry and community partners, to advance the College's mission and deliver exceptional programs that propel the success of its students as they enter the health professions workforce in Arizona and beyond. The Dean will also build an inclusive culture of excellence within and across the departments, faculty, and staff that comprise the College.

Recruiting, retaining, and developing a diverse and talented faculty and staff; expanding access and promoting exceptional outcomes for students; shaping an impactful, modern portfolio of academic programs; collaborating to secure mutually beneficial partnerships; and securing a strong financial position are among the foremost priorities for the Dean. The Dean will also be a leading external advocate and fundraiser for the College, working closely with the NAU Foundation and serving as a key partner as NAU embarks on an ambitious comprehensive fundraising campaign.

The Dean supervises the College leadership team, comprised of two associate deans, and six department chairs. The College is home to 37 staff members and 128 faculty.

The Dean will be responsible for core leadership duties:

- **Planning:** as part of a collaborative university and academic affairs leadership team, create a shared vision and agenda for CHHS that represents all of the College and aligns with the University's vision and strategic roadmap. Planning for the expansion of health professional programs is a special focus.
- **Communication:** lead communication within the College, across the University, and with external stakeholders that supports transparency, builds a common sense of direction, and showcases accomplishments of CHHS programs, faculty, and students.
- **Financial Acumen and Strategy:** oversee the College budget planning and management; invest and grow the College's financial resources in alignment with University priorities.
- **Departmental Administration:** appoint and mentor academic unit and College leaders, as well as administrative staff, and periodically review the performance of chairs and administrators in concert with the Provost.
- **Personnel:** set priorities and lead efforts to recruit, retain, and develop mission-driven and diverse faculty and staff talent in alignment with University policy; lead development and implementation of faculty evaluation protocols in support of College and University goals; promote mentoring and development opportunities for faculty and staff.

- **Educational Leadership:** cultivate collaborative leadership for the development and enhancement of academic programs that support student momentum and propel postgraduate success and career outcomes; promote effective pedagogy and innovation including interprofessional education, cost-effectiveness, and fidelity to standards and accreditation; work across university divisions to drive student recruitment and retention.
- **Research Leadership:** champion and support an active and vibrant research ecosystem in synergy with educational programming that fosters interdisciplinary collaboration and impact. Promote a culture of research excellence by fostering an environment that encourages faculty, staff, and students to pursue innovative research projects, secure external funding, and disseminate their findings through scholarly publications and presentations.
- **Fundraising and Outreach:** establish a foundation for active and sustainable fundraising; participate in various councils, commissions, and committees that advance and secure additional resources, reputation, and overall visibility for the College; represent the College within the state and national boards and organizations; and participate in other appropriate groups as the external advocate and ambassador for the College's work.
- **College Governance:** create ad hoc committees of the College's faculty; hear faculty grievances; promote academic freedom and responsibility; ensure that the College provides a diverse, opportunity- and perspective-rich environment; and model principles of shared and university governance in leading change management.
- **Inclusive Excellence:** foster all forms of inclusive excellence among students, faculty, and staff, supporting achievement in learning, research, and professional endeavors by building an inclusive community where individuals from all backgrounds and lived experiences have a sense of belonging and the necessary support to power their success.

Opportunities and Expectations for Leadership

In no particular order, the Dean will be charged with addressing the following opportunities and challenges:

Support and advance a strategic vision for the future of the College of Health and Human Services.

The new Dean will help create and advance a forward-looking vision for the future of the College of Health and Human Services (CHHS) at NAU. This vision will build upon the University-wide strategic roadmap, [Elevating Excellence](#), while also integrating the unique strengths and goals of each CHHS unit. The current priorities include supporting student success through access and attainment, research, and discovery; CHHS's commitment to Native American/Indigenous Peoples and other underrepresented students' success in the health professions; growing connections in the health community and ensuring the long-term sustainability of the College and its operations; and supporting and integrating with initiatives associated with the Arizona Board of Regents' [AZ Healthy Tomorrow](#) signature initiative and specific plans to elevate NAU's distinctive health professions portfolio. Working in close partnership with faculty, staff, students, and internal and external partners, the new Dean will have the opportunity to build upon the current strengths of the College and its units, while also preparing for its future.

Catalyze and advance collaboration.

The incoming Dean will inspire and actively model the College's commitment to collaboration—within CHHS and its academic units, across the University, and with external constituencies—to realize new synergies and build and enhance existing cooperative partnerships. Internally, the Dean will assess the current structure and operations of the College and identify opportunities for efficiency and collaboration. It is also expected that the Dean will effectively advocate for faculty, staff, and students in the College while promoting opportunities to collaborate with other academic units across the University.

The Dean will strive to sustain current external relationships and create deeper intentional partnerships between faculty, community leaders, and industry partners to enhance the College's already substantial impact in the region and beyond. The Dean will also encourage and support faculty and students to seek new external opportunities that deepen the academic experience and further the mission of the institution.

Grow enrollment and support student success.

The need for a diverse and highly skilled workforce of health professionals will continue to grow in Arizona and across the country, particularly in light of Arizona's significant workforce need in the community health sector. NAU is committed to expanding access to the dynamic and high-quality learning opportunities available in CHHS. Successfully growing enrollment at the Flagstaff campus, Online, and Statewide will entail several coordinated activities, including the following: securing new funding sources for students; supporting and enhancing recruitment practices; strengthening the student experience; and ensuring professional development opportunities and internships for students. The Dean will be expected to prioritize student success and support increased degree attainment across the College. They must also have a deep commitment to high-quality teaching, experiential learning, innovation and entrepreneurship, and emerging trends in

healthcare. The Dean must also work closely with the College leadership team to ensure that all accredited undergraduate and graduate programs continue to maintain accreditation.

Foster a culture of inclusive excellence and build community throughout the College.

NAU and CHHS are committed to fostering an environment that ensures inclusion, equity, and belonging for faculty, staff, and students from all backgrounds and lived experiences. CHHS is committed to becoming the nation's leading allied health college serving Native American and underrepresented students. Current priorities include growing the enrollment of underrepresented students, achieving high completion rates across student populations, expanding culturally competent learning and mentorship opportunities, and increasing community partnerships in scholarship and education with Native Nations.

The Dean must inspire and motivate the College around a vision for a more equitable and inclusive community while recruiting, developing, and retaining a diverse and talented faculty, staff, and student body. The Dean must ensure a healthy and productive work environment and organizational culture of openness, fairness, and transparency that celebrates the open exchange of ideas and free expression and promotes an environment of inclusion and belonging. The Dean will provide visible, accessible, and engaged leadership and will make it a priority to communicate actively throughout the College community, both formally and informally.

Recruit highly qualified faculty and staff; promote high aspirations and achievement.

The continued growth and excellence of the College will require an ongoing focus on the recruitment, retention, and development of faculty and staff. Committed and engaged faculty and staff are crucial to fulfilling the College's academic mission and meeting its goals. The Dean will guide the strategy for recruitment of highly qualified, mission-driven faculty and staff; support professional development and growth; and cultivate an environment that is engaging, energizing, and builds commitment to the College and University. The Dean will support faculty success in research and in securing external funding, ensuring CHHS is an inspiring place for faculty with ambitious research goals, while remaining grounded in the College's fundamental commitment to excellence in teaching and student success.

Facilitate research and discovery.

The Dean will work collaboratively with University and College leadership, research centers, and funding agencies to develop resources and guide strategic investments in a distinctive CHHS research enterprise that is aligned with NAU's strategic priority for impactful scholarship. The Dean will support the professional development of faculty members by providing mentorship, guidance, and resources to enhance their research productivity, secure external funding, and achieve recognition for their scholarly contributions. In addition, the Dean will provide vision, leadership, and support for the expansion of opportunities for undergraduate and graduate student participation in research that contributes to the University's goals for student success.

Further strengthen fundraising, alumni and corporate engagement, and external visibility for the College.

The Dean will develop, lead, and support corporate, alumni, and donor relations strategies and activities on behalf of the College. NAU is currently preparing to launch a comprehensive fundraising campaign, and the new Dean will have the opportunity to build a vision for the future of the College and leverage financial support for that vision throughout the campaign. The Dean will maximize engagement opportunities and grow significant philanthropic support for the College. Working closely with the NAU Foundation, the Dean will raise funds for key philanthropic priorities, including securing endowed funds for faculty positions, student scholarships, and other areas of strategic emphasis.

The Dean will also be a confident and compelling advocate with external partners through exceptional networking, negotiation, and communication skills. A key goal will be to enhance the visibility of the College both internally and externally and strengthen CHHS's identity in the context of NAU's overall strategic vision. With a particular emphasis on strengthening the College's reputation in Arizona—where NAU offers a range of programs and accessible delivery sites/modalities that are vital to the state's health professions workforce—the Dean will articulate the College's distinctive areas of strength and impact and seek avenues to promote the achievements of its faculty, students, and graduates and its suite of educational and research programs.

Why Consider the Opportunity?

- **Strategic, visionary leadership:** NAU's Provost, Dr. Karen Pugliesi, and President, Dr. José Luis Cruz Rivera, are advancing a bold vision for equitable postsecondary value in public higher education that has gained national attention and secured record philanthropic support for the University.
- **Exciting opportunities:** The AZ Healthy Tomorrow initiative, led by the Arizona Board of Regents, promotes and supports major growth and new investment that will impact CHHS programs.
- **Inclusive excellence:** A highly productive, committed, diverse faculty and staff.
- **Strong support team:** Dedicated budget and development officers.
- **Location:** Flagstaff has all the charm of a small town with the diverse environment of a big city, unmatched outdoor recreational opportunities, and a vibrant arts and culture scene.

Professional Qualifications and Personal Qualities

Minimum Qualifications:

- Earned doctorate from an accredited institution in one of the disciplines of the College or a closely related field.
- A distinguished record of teaching, scholarship, and leadership that warrants an appointment as a professor or equivalent executive experience in the private sector or non-profit healthcare administration.
- Demonstrated successful administrative leadership experience in higher education as a center or institute leader, chair, associate dean, dean, or comparable management position in healthcare administration with responsibilities that include budgets, strategic planning, personnel management, performance reviews, and promotion decisions.

Preferred Qualifications:

- Demonstrated success in the administration of complex academic units and management of diverse types of programs, faculty, and staff in different locations.
- Record of accomplishment in teaching, curriculum, or program design and/or innovation in efforts to increase student access and success.
- Successful record of impactful scholarship and the acquisition and management of extramural funding.
- Proven record of advocacy for a college with university leadership, and collaboration with colleagues in support of institutional goals and fiscal sustainability.
- Demonstrated experience in successful program review and accreditation processes.
- Demonstrated strengths in effective communication and a record of strong mentoring and consensus-building skills.
- An ability to cultivate relationships that generate philanthropic support, alumni engagement, and fundraising activities.
- An ability to catalyze inclusive excellence in teaching as promoted and supported by the institution.
- An ability to promote interdisciplinary education aligned with interdisciplinary healthcare practices.

The Ideal Candidate Will Possess:

- A proven record as a visionary, builder, and manager of allied health programs in the rapidly changing higher education landscape.
- A successful record of developing and sustaining high-quality, student-centered university coursework and curricula at both undergraduate and graduate levels, including professional programs.
- A demonstrated record of strong visibility and relationships within a college and amongst a faculty group, emphasizing a capacity to and interest in learning the unique academic and research priorities of individual units, labs, and faculty.

Note the Dean will be required to travel between Flagstaff, Phoenix, and occasionally to NAU's branch campus in Yuma (approximately 3-5 days per month).

To submit a nomination or express personal interest in this position, please see "Procedure for Candidacy" at the end of this document.



ABOUT THE COLLEGE OF HEALTH AND HUMAN SERVICES

Inclusive education. Equitable healthcare. That is the College of Health and Human Services.

The College of Health and Human Services prepares students to become competent health professionals while inspiring leaders in practice, scholarship, and service. CHHS strives to improve the health and well-being of the diverse communities it serves.

With over 2,600 students and 165 faculty and staff, CHHS is NAU's third-largest college and serves as home to a diverse set of academic programs, highly engaged faculty, and motivated undergraduate and graduate students. College operations are primarily situated on the NAU Flagstaff campus and the [Phoenix Bioscience Core](#), a 30-acre medical and bioscience campus located in downtown Phoenix, a partnership between Northern Arizona University and the University of Arizona, with some programming at NAU-Yuma.

CHHS has experienced the fastest rate of growth among the University's colleges. Over the past several years, the number of degree-seeking students has more than tripled in both undergraduate and graduate programs. CHHS serves students through online, hybrid, and face-to-face modalities. Eleven programs are accredited by their national governing bodies, and students provide over 539,132 hours of service per year to underserved communities.

In all, the College offers 8 baccalaureate degree programs, 6 clinical graduate degree programs, and 5 graduate certificates. The College offers many of its programs online, including dental hygiene degree completion, public health, communication sciences and disorders, and technology, and multiple allied health degree options. CHHS is comprised of the following units:

- Department of Communication Sciences and Disorders (Flagstaff, Yuma)
- Department of Dental Hygiene (Flagstaff)
- Department of Health Sciences (Flagstaff)
- Department of Occupational Therapy (Phoenix)
- Department of Physical Therapy and Athletic Training (Flagstaff, Phoenix)
- Department of Physician Assistant Studies (Phoenix)

Undergraduate programs in Flagstaff include Allied Health (degree completion programs such as Paramedic Care, Surgical Technology, etc.), Dental Hygiene, Fitness Wellness, Nutrition and Foods, Physical Education, Public Health, and Communication Sciences and Disorders.

Graduate programs include Communication Sciences and Disorders, Interdisciplinary Health, in Flagstaff; Occupational Therapy and Physician Assistant Studies in Phoenix; and Athletic Training as well as Physical Therapy in both locations.

Research is also a critical part of the portfolio for CHHS. Through the work of [10 active laboratories and various faculty research projects](#), students get the well-rounded, foundational experience they need as a foundation for their successful careers.

AZ Healthy Tomorrow

The Arizona Board of Regents and its public universities—Northern Arizona University, Arizona State University, and the University of Arizona—have launched a bold initiative to build the state’s healthcare workforce with a new plan: [AZ Healthy Tomorrow](#). The plan includes major growth and new investment by each of the state’s public universities, significant partnerships with the private sector, and the support of state government.

Aligned with this plan, [NAU Health](#) calls for expansion of capacities and graduates in health and behavioral health professional programs. CHHS plays an important role in this work, with the goal of increasing the number of degrees awarded and students retained to practice in Arizona across the health professions disciplines that include physical and occupational therapy, physician assistant studies, dental hygiene, and more.



CHHS will be focused on creating pathways and partnerships with community colleges to accelerate educational attainment in these fields; fostering inter-professional education that supports provider education across disciplines with skills aligned with the best practices, including community practice and health equity; and creating residency and credential programs for practicing healthcare providers will advance practice in rural and underserved communities.

Inclusive Excellence in the College of Health and Human Services

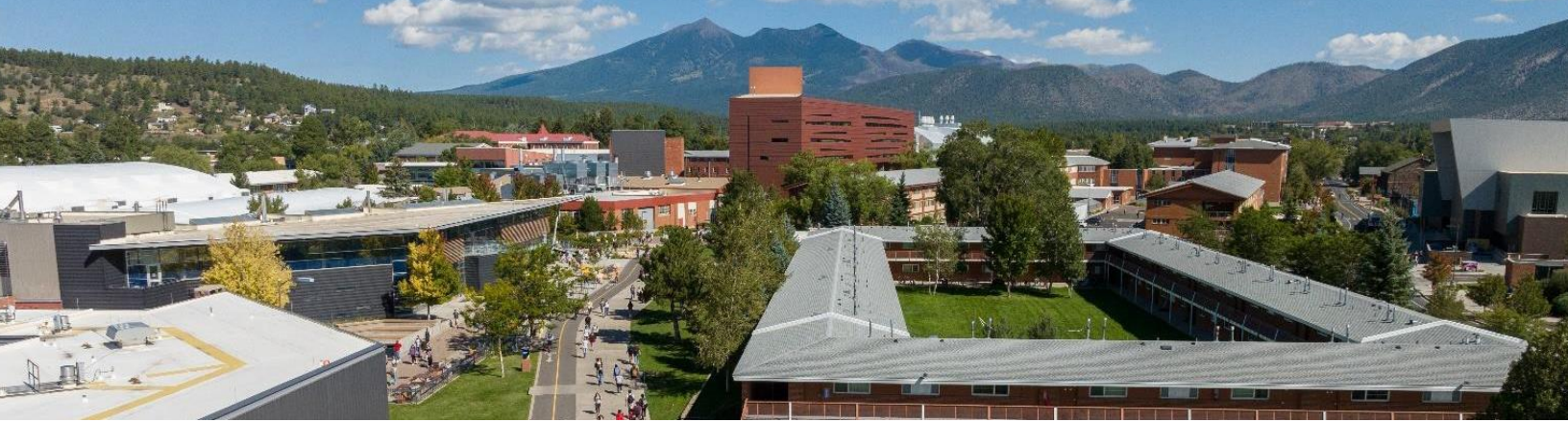
The College of Health and Human Services (CHHS) at Northern Arizona University is committed to cultivating an environment where people of all backgrounds, identities, and lived experiences are welcomed and treated with equity and respect. CHHS values diversity in race, color, ancestry, ethnicity, citizenship, and national origin; gender identity, expression, and sexual orientation; socioeconomic and cultural background; religious beliefs; physical abilities; veteran status; age and life experiences. The unique identities and perspectives in the community are celebrated and the College continually strives to increase all individuals’ sense of belonging and ability to reach their full potential in our college.

Mindful of the practices, behaviors, and beliefs historically present in STEM fields, CHHS stands committed to removing institutional barriers that may prevent participation from individuals who identify as working class, first-generation, and other groups. CHHS recognizes these barriers as a disservice both to the health professions and to individuals who may feel discouraged from participating in these fields. As such, CHHS is taking action to ensure a more inclusive atmosphere, while continually striving to improve policies and procedures that reflect this ideology and encourage collaboration between individuals with unique perspectives.

The College’s Inclusive Excellence efforts are committed to the following:

- Advocating for an environment of inclusion and respect in and out of the classroom.
- Assessing, developing, and implementing strategies focused on generating purposeful support for working-class, first-generation, and other students.
- Increasing support and implementing strategies to recruit mission-driven and diverse faculty, staff, and administrators who can meet the needs of our students.
- Adopting accurate and reliable evaluation and assessment methods and metrics for initiatives that support inclusive excellence.
- Creating an understanding and appreciation of how inclusive excellence is implemented within CHHS.

Learn more about [The College of Health and Human Services](#).



ABOUT NORTHERN ARIZONA UNIVERSITY

Northern Arizona University (NAU) aims to be the nation’s preeminent engine of opportunity, vehicle of economic mobility, and driver of social impact by delivering equitable postsecondary value in Arizona and beyond.

NAU delivers a student-centered experience through rigorous academic programs in a supportive, inclusive, and diverse environment. The University currently serves over 21,000 students at the Flagstaff campus and over 7,000 students at more than 20 statewide locations and online. The Flagstaff campus is one of the largest residential campuses in the western United States. Over 66% of NAU’s student body comes from the state of Arizona, with 34% from other states and countries. With its proximity to several Native American Nations, NAU hosts students from approximately 100 distinct, federally recognized tribes. The University enjoys a robust international student population totaling more than 900 students. Furthermore, 42% of the undergraduate student population are first-generation college students. The University’s longstanding history of educating and partnering with diverse students and communities throughout Arizona is reflected in its strategic commitment to Indigenous Peoples and equitable access and pricing initiatives that focus on advancing prosperity, equity, and social impact, enhanced by its designation as a Hispanic-Serving Institution (HSI).

NAU’s 4,600 world-renowned faculty and staff are dedicated to helping ensure students achieve academic excellence, experience personal growth, have meaningful research and experiential learning opportunities, and are positioned for personal and professional success. NAU currently has a Carnegie classification as an R2 “doctoral, high research” university, but is expected to transition to an R1 “doctoral, very high research” classification in 2025, making NAU one of only a handful of public universities that have both R1 and HSI designations. The University has annual research expenditures in excess of \$77 million and an endowment of over \$198 million, which has been fueled by three back-to-back record fundraising years.

Beyond the traditional college experience at the Flagstaff campus, NAU offers programs at statewide locations throughout Arizona, including in Phoenix, Yuma, and Tucson. Strengthening this effort, NAU has robust partnerships with community college districts in Arizona—powered by the NAU-led [Arizona Attainment Alliance \(A++\)](#). With this broad reach and multitude of locations, NAU offers high-value degrees and credentials to meet students’ needs, regardless of place of residence and life circumstances. In addition, NAU offers undergraduate and graduate programs through NAU Online that complement other aspects of its academic portfolio and help meet the needs of students in Arizona and around the world.

In the fall of 2023, the institution announced [NAU Health](#), a forward-thinking initiative aimed at improving health outcomes for all Arizonans, particularly those in rural, Indigenous, and underserved communities. At the center of this initiative is the creation of a distinctive new College of Medicine that will focus on educating primary healthcare providers who reflect the residents of Arizona and who will remain in the state to serve Arizona’s increasingly diverse population.

As a community-engaged engine of opportunity, NAU powers social impact and economic mobility for the students and communities it serves. Additional information about NAU and its history, programs, and local, regional, and global impact can be found at <http://www.nau.edu> and <https://nau.edu/impact/>.

Vision

NAU aims to be the nation’s preeminent engine of opportunity, vehicle of economic mobility, and driver of social impact by delivering equitable postsecondary value in Arizona and beyond.

Mission

NAU transforms lives and enriches communities through high-quality academics impactful scholarship, creative endeavors, and public service.

Commitment

NAU will educate, support, and empower students from all backgrounds, identities, and lived experiences to reach their full potential and contribute to a more just, equitable, inclusive, prosperous, and sustainable future.

NAU 2025 - Elevating Excellence

[NAU 2025 – Elevating Excellence](#) is our roadmap for delivering a bold and boundless future for all. The strategic priorities described represent a robust synthesis of the NAU community's thoughtful engagement and bold aspirations for the future, and it reflects the evolving challenges and opportunities that we face as an engaged public institution of higher education. Together, we will capitalize on NAU's 122-year history of distinctive excellence as an engine of opportunity to drive social impact and economic mobility for the people of Arizona and beyond.

Land Acknowledgement

Northern Arizona University sits at the base of the San Francisco Peaks, on homelands sacred to Native Americans throughout the region. We honor their past, present, and future generations, who have lived here for millennia and will forever call this place home.

Colleges:

- [College of Arts and Letters](#)
- [College of Education](#)
- [The Steve Sanghi College of Engineering](#)
- [College of Health and Human Services](#)
- [College of Nursing](#)
- [College of Social and Behavioral Sciences](#)
- [College of the Environment, Forestry, and Natural Sciences](#)
- [Honors College](#)
- [The W.A. Franke College of Business](#)

University Centers and Institutes

NAU is home to a variety of centers and institutes from across its academic colleges. Featuring industry-leading STEM research, expansive historical studies, community- and minority-focused initiatives, and much more, these groups empower NAU's students, staff, and faculty members to follow their passions, overcome diverse challenges, and realize their visions.

Centers:

- [Air Force ROTC](#)
- [Center for Adaptable Western Landscapes](#)
- [Center for Ecosystem Science and Society \(ECOSS\)](#)
- [Center for Health Equity Research \(CHER\)](#)
- [Center for International Education \(CIE\)](#)
- [Center for Materials Interfaces in Research and Applications \(MIRA\)](#)
- [Center for STEM Teaching and Learning](#)
- [E-Learning Center](#)
- [Inclusive Excellence](#)

Institutes:

- [Center for Service and Volunteerism](#)
- [Diné Institute for Navajo Nation Educators](#)
- [Ecological Restoration Institute \(ERI\)](#)
- [Economic Policy Institute](#)
- [Institute for Human Development \(IHD\)](#)
- [Institute for Tribal Environmental Professionals \(ITEP\)](#)
- [Martin-Springer Institute](#)
- [Pathogen & Microbiome Institute \(PMI\)](#)

Leadership:



Dr. José Luis Cruz Rivera, President

President Cruz Rivera joined NAU in June 2021. In his first year of service, he collaborated with university stakeholders in the development of the [Elevating Excellence](#) strategic roadmap.

The roadmap, which articulates a bold vision for a New NAU, has inspired impactful work to deliver equitable postsecondary value that includes broadening access to record numbers of Arizona students, implementing new admissions and financial aid practices, and launching innovative statewide partnerships to boost attainment. Dr. Cruz Rivera is also a Professor of Electrical Engineering at NAU. He currently teaches a freshman course: EE110 Introduction to Digital Logic.

Prior to joining NAU, Dr. Cruz Rivera served as President of The City University of New York's (CUNY) [Herbert H. Lehman College](#) (Bronx, NY) and as Executive Vice Chancellor and University Provost of the 25-campus, 500,000-student [CUNY system](#) - the world's largest urban university.

Previously, Cruz Rivera served as provost of [California State University, Fullerton](#). He is a former vice president of Higher Education Policy and Practice at [The Education Trust](#) in Washington, DC and a former Chief Student Affairs Officer for the [University of Puerto Rico](#) system. He began his career as a faculty member in engineering at the [University of Puerto Rico, Mayagüez](#), rising through the ranks and serving as chair of the Electrical and Computer Engineering Department and dean of Academic Affairs.

A leading national advocate for equitable educational policies, Cruz Rivera is a frequent keynote speaker and writer on higher education issues. He has testified several times before the US Congress, and his work has been funded by federal, state, and philanthropic organizations including the National Science Foundation, Lumina Foundation, Bill & Melinda Gates Foundation, the Andrew W. Mellon Foundation, and the US Department of Education, among others. His work in higher ed has been covered by many media outlets, including *The Chronicle of Higher Education*, the *New York Times*, the *Washington Post*, and *Univision*.

Cruz Rivera serves on the National Advisory Committee for Institutional Quality and Integrity (NACIQI), the Arizona Commerce Authority, the steering committee of the Presidents' Alliance on Higher Education and Immigration, and several other boards, commissions, and advisory groups. In the past, he chaired the board of directors of The Education Trust and served on the board of directors of the American Association of State Colleges and Universities (AASCU), Data Quality Campaign (DQC), New York Botanical Garden, the Institute for Higher Education Policy (IHEP), the Community Advisory Group of the Federal Reserve Bank of New York, and the Postsecondary Value Commission, among others.

Cruz Rivera is a Fellow of the [American Academy of Arts and Sciences](#), Senior Member of the Institute of Electrical and Electronics Engineers, a patented inventor, published scholar, and a National Science Foundation Career Award recipient. He earned his bachelor's degree in electrical engineering (magna cum laude) from the University of Puerto Rico, Mayagüez, and his master's and doctorate degrees from the [Georgia Institute of Technology](#), specializing in optical interconnections for ultracompact massively parallel processing systems.

President Cruz Rivera is the oldest of four, father of five, and grandfather to two. He shares his life with Dr. Rima Brusi from whom he has learned much and with whom he forever will live in love.



Dr. Karen Pugliesi, Executive Vice President and University Provost

Karen Pugliesi has served as Executive Vice President & Provost since June 2021. She is a Professor of Sociology and has served in a variety of leadership positions at NAU for over 20 years.

Through June of 2020, she served for six years as Dean of the College of Social & Behavioral Sciences. As dean, she provided leadership for twelve departments, schools, and programs offering degrees in social sciences, related professional, and interdisciplinary programs. The college was also home to three public service and research institutes focused on disabilities, family violence, and volunteerism. Her leadership focused on increasing student success; growing enrollment; cultivation of diversity, inclusion, and equity; building support for faculty scholarship; developing new academic programs responsive to student interests and professional opportunities; forging partnerships to enhance college outreach and community impact; and participation of students in research, internship and community focused service. Dr. Pugliesi spearheaded a partnership with community leaders focused on criminal justice and behavioral health issues, which yielded the college's first endowed chair supported by a philanthropic gift.

Dr. Pugliesi served as Vice Provost for Academic Affairs from 2004 through 2014. As Vice Provost, she provided leadership for advancement of university academic programs, use of technology in instruction, and business processes supporting enrollment and student progression, curriculum, instructional planning, and academic assessment. She provided leadership and support for the University Honors Program, Professional Education Unit for University Teacher Education Programs, Departments of Military Science, eLearning Center, Office of the Registrar, and Office of Curriculum, Learning Design, and Academic Assessment. Dr. Pugliesi directed academic program review, institutional accreditation processes, as well as numerous initiatives to increase institutional performance in student learning and graduation outcomes. Dr. Pugliesi served as a consultant-evaluator for the Higher Learning Commission and was a consultant for the American Association of State Colleges and Universities Graduation Rate Project.

Dr. Pugliesi also served as the founding Dean of the University College and Chair of the Department of Sociology and Social Work. As the founding Dean of University College, Dr. Pugliesi provided leadership for a suite of programs and operations serving undergraduate students, with a focus on the first year of college, including first-year courses and learning initiatives, the Liberal Studies Program, Bachelor of University Studies, University Advisement and Career Services, Gateway Student Success Center, Academic Transition Programs, student success coaching, and student success analytics. Dr. Pugliesi served for five years as Chair of the Department of Sociology and Social Work. During her tenure as chair, the department developed student learning outcome focused curricula and expanded statewide and online programs. Her research has focused on the impact of chronic stressors linked to social roles, work conditions, and familial caregiving on well-being; social support networks; emotion management in the workplace; gender and well-being; and the links between social conditions, and the links between emotional experiences, medicalization, and the self-diagnosis of premenstrual syndrome.

Dr. Pugliesi joined the faculty at NAU as an Assistant Professor. She earned a BS in Sociology and BSW in Social Work from Utah State University, and an MA and PhD from Washington State University, both in Sociology.



PROCEDURE FOR CANDIDACY

Confidential review of applications will begin immediately and continue until the position is filled; **parties who apply by December 16 will be given first consideration.** Upon application, please submit a PDF version of your CV/resume and a cover letter that describes both your motivation for application and how your leadership experience aligns with the key qualifications of the role.

All applications and nominations will be held in confidence.

To apply online, go to: <https://theapplicantmanager.com/jobs?pos=su434>

To make recommendations or for more information, please contact:

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[Summit Search Solutions, Inc.](#) is a boutique executive search firm dedicated to serving the education and nonprofit sectors nationwide. Summit has a team of experienced recruiting consultants in strategic locations across the country including California, Colorado, Kansas, Maryland, New York, and North Carolina.

Northern Arizona University is a committed Equal Opportunity/Affirmative Action Institution. Women, minorities, veterans, and individuals with disabilities are encouraged to apply. NAU is responsive to the needs of dual career couples.



FLAGSTAFF, ARIZONA

Northern Arizona University sits at the base of the San Francisco Peaks in northern Arizona on homelands sacred to Native Americans throughout the region. Flagstaff and northern Arizona are a focal point for engagement with and by many Indigenous nations who have sent their promising young adults to the institution for higher education. Since time immemorial, the Native communities have been the guardians of this land, including the location that now serves as NAU's campus, and remain a vital part of its commerce, governance, and cultural life today.

Flagstaff has the charm of a small town with the diverse environment of a big city. It is home to a historic district with buildings from the late 19th century, as well as forward-thinking bioscience and technology companies. A vibrant arts and cultural scene provides numerous opportunities for community engagement, from the Flagstaff Symphony Orchestra and Theatrikos Theatre Company to the monthly First Friday Art Walk. Flagstaff is also close to some of the state's major attractions, including the Grand Canyon, Sedona, and Lake Powell.

With more than 280 days of sunshine and all four seasons each year, Flagstaff offers an ideal scenic environment in which to live and learn. Enjoy an eclectic mix of dining, nightlife, and visitor activities. Explore historic downtown and hike to the highest point in the state in one weekend. The dynamic landscapes and outdoor adventures in Flagstaff and northern Arizona are unlike anywhere else. Arizona as a whole boasts 57 national and state parks, monuments, and recreation areas.

National recognition

- #3 [best college town](#) in the nation
- Top 100 [best small cities](#) in America
- Top 10 [best places to move](#) to in Arizona

Ideal location

- 30 minutes from the San Francisco Peaks
- 1 hour from Sedona
- 1.5 hours from the Grand Canyon
- 2 hours from Phoenix
- 3.5 hours from Las Vegas



Learn more about Flagstaff
[Flagstaff Chamber of Commerce](#)
[Discover Flagstaff](#)
[Visit Flagstaff](#)