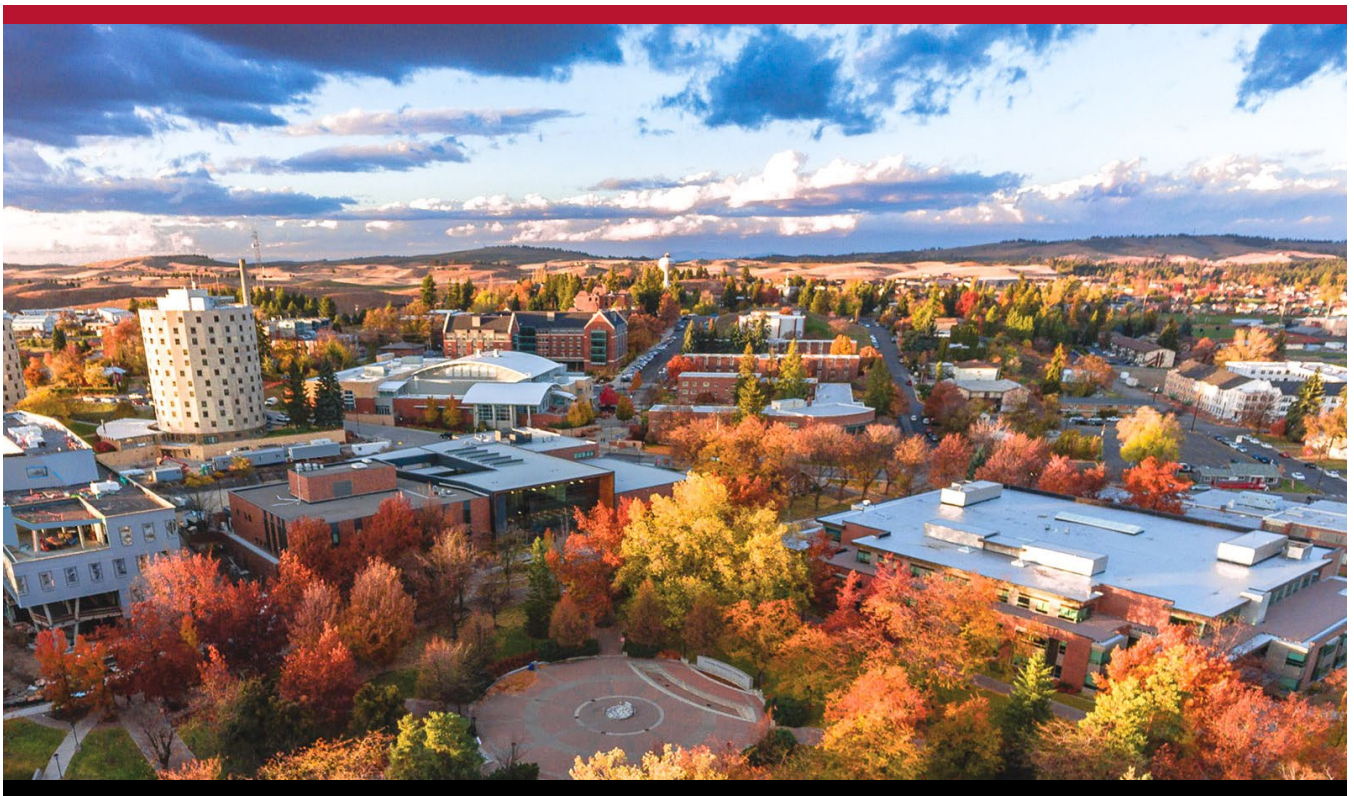




DEAN
**COLLEGE OF SCIENCE, TECHNOLOGY,
ENGINEERING & MATHEMATICS**

Leadership Profile

2026-2027



WittKieffer

Executive Summary

Eastern Washington University (EWU) seeks an experienced, innovative, and collaborative leader to serve as the next dean of the [College of Science, Technology, Engineering, and Mathematics](#) (CSTEM).

The next dean will have the opportunity to shape the future of a college positioned for growth and impact within a regional public university that transforms lives and serves as a critical workforce engine. The dean will advance a vision for CSTEM that integrates applied learning, undergraduate research, and community and regional partnerships in preparing students for an increasingly technology-driven workforce, elevating EWU's visibility and maximizing its impact.

CSTEM's next dean will lead a college with significant momentum and assets, including major new and renovated science facilities, a growing culture of undergraduate research and faculty-student scholarship, strong cyber and engineering opportunities, place-based environmental and natural resource partnerships, and established relationships with industry, tribes, health care, manufacturing, community partners, and donors.

One of four colleges at Eastern, CSTEM is home to a diverse array of programs spanning science, technology, engineering, and mathematics disciplines. The college enrolls nearly 1,900 undergraduate and 60 graduate students taught by 115 full-time faculty.

[Eastern Washington University](#) is a regional, comprehensive public university and one of six state-funded four-year institutions of higher education in Washington. EWU supports the economic and cultural life of the Pacific Northwest through its large alumni base and the expertise of its faculty, staff, and students. In 2025, the Carnegie Foundation reclassified EWU as a [Research College or University](#) (RCU), an acknowledgment of Eastern's research productivity.

The National Security Agency recently named EWU a [National Center of Academic Excellence in Cyber Operations](#), making Eastern one of only 22 universities nationwide and the only one in the Pacific Northwest to attain the prestigious designation.

EWU enrolls approximately 10,000 students, one-third of whom are first-generation college students. Eastern offers bachelor's and master's degrees in more than 90 fields of study as well as applied doctorates in physical therapy and educational leadership, providing accessible pathways to career success and personal development to students of all socioeconomic and cultural backgrounds.

Eastern is the only university in the region to earn Carnegie's [Higher Access, Higher Earnings](#) designation as an Opportunity College and University, which reflects the broad access Eastern offers students and their comparative earning potential in the regional job market. [Colleges of Distinction](#) has recognized EWU for its commitment to helping undergraduate students learn, grow, and succeed

To be considered, candidates must have a terminal degree in a discipline within CSTEM or in a closely related field; a minimum of three years of successful experience in leadership positions; and a record of accomplishment that merits appointment as a tenured associate professor or professor in the college.

To apply or to submit nominations, please see "Procedure for Candidacy" on page 17.

Role of the Dean

Reporting to the provost and vice president for academic affairs, the dean of CSTEM is the chief academic and administrative officer of the college and has ultimate responsibility for stewarding the ongoing pursuit of its mission. The dean is informed and advised by the collective expertise of the college's chairs, directors, and staff who meet with the dean on a regular basis for the purpose of advising and resolving issues of college interest.

Per Eastern Washington University Academic Policy, the dean is responsible for:

- Providing effective and efficient administration of the college and its programs, including the development and implementation of plans for the college
- Effectively and efficiently managing the financial and human resources of the college
- Being an active and collaborative participant in the setting of university policy through involvement in the President's Cabinet
- Being an active and collaborative participant in the setting of academic policy through involvement in the Academic Affairs Council
- Improving the quality of the educational services offered by the college through the development of processes that encourage improvements in academic programs and research and scholarship, including but not limited to faculty and staff development, grants and contracts, assessment programs, internships, and scholarly opportunities for faculty and students
- Participating in the university governance process, such as serving on committees and task forces as appropriate, which include search, program development and review, and strategic and ongoing institutional planning committees
- Maintaining a professional development plan
- Building partnerships with external constituencies such as alumni, private and public organizations
- Articulating and promoting the university's mission and objectives
- Seeking feedback on the success of the institution's academic programs
- Regularly convening chairs and directors for purposes of planning and the sharing of information
- Identifying unmet educational needs
- Participating effectively in university fund raising activities
- Ensuring that the curriculum reflects a diversity of learning styles and perspectives
- Expanding scholarship opportunities for underrepresented populations
- Promoting strategies that encourage honest dialogue and foster a campus-wide ethic of inclusivity and a welcoming climate.

Opportunities and Expectations for Leadership

The next dean of CSTEM will lead a college with significant momentum and assets, including major new and renovated science facilities, a growing culture of undergraduate research and faculty-student scholarship, strong cyber and engineering opportunities, place-based environmental and natural resource partnerships, and established relationships with industry, tribes, health care, manufacturing, donors, and community partners.

At the same time, CSTEM and EWU operate in an increasingly competitive environment and face the same enrollment pressures, constrained resources, and staffing and workload challenges experienced widely across the higher education landscape. Therefore, the next dean of CSTEM will have a unique and consequential opportunity to lead the college at a pivotal moment, shaping the college's trajectory for years to come and maximizing EWU's impact on the communities it serves

To that end, CSTEM's next dean will be expected to:

- **Articulate and advance a compelling vision and strategy for the college's future**

Work collaboratively across CSTEM's diverse constituencies to enhance a distinctive identity for the college, leveraging the strengths of individual departments and programs. Building on EWU's positioning as the region's polytechnic university, develop a strategy that integrates applied learning, undergraduate research, and community and regional partnerships, showcasing CSTEM and elevating EWU's visibility and maximizing its impact.

- **Catalyze academic excellence, innovation, and growth in alignment with market needs**

Identify and expand workforce-aligned graduate programs and certifications, academic programs primed for distinction and growth (e.g., in such areas as cybersecurity, AI, applied computing, engineering, and construction management, among others), and online programs where appropriate. This should be guided by strategic assessments of how CSTEM can best prepare graduates to meet evolving regional workforce needs, program areas with maximum potential for growth and differentiation, and how experiential learning can be meaningfully scaled across disciplines to enhance student outcomes and institutional impact. Ensure a thoughtful ongoing review of existing programs, and identify opportunities for cross-school, interdisciplinary collaboration, positioning CSTEM as a leader in preparing students for an increasingly technology-driven workforce.

- **Champion student-centered learning and student success**

Model a commitment to hands-on learning, undergraduate research, and a holistic approach to student support and success. Collaborate with Student Affairs and CSTEM constituencies on discipline-aware strategies to enhance student recruitment, retention, and success with a focus on adult and working learners, first-generation and Pell-eligible students, place-bound students, and other populations central to EWU's mission. Clarify CSTEM degree pathways, career outcomes, and the value of applied STEM education.

(continued)

■ Prioritize and invest in faculty and staff success

Advocate for faculty and staff, prioritizing the resources, support, and care necessary for their professional development and success, thereby enabling students, programs, and departments across the college to thrive. Ensure workload equity across the faculty with respect to teaching loads, service commitments, research productivity.

■ Generate new resources

Prioritize fundraising, partnering with Advancement and leveraging the Dean's Advisory Board to cultivate donors, engage employers, and connect CSTEM priorities to EWU's strategic plan and capital campaign. Identify additional new sources of revenue, including through strategic enrollment management; new market-aligned academic programs, including online or hybrid offerings; grants and contracts; industry and community partnerships; and legislative advocacy.

■ Balance college advocacy with institutional stewardship

Operationalize institutional priorities, policies, and decisions with an understanding of the complexity of CSTEM's programs, students, and operations. Ensure strategic allocation of resources, working with departments and programs to ensure budgets reflect their respective needs, goals, scale, and cost structures. Advocate for resources, policies, and processes to sustain laboratories and research infrastructure, externships and experiential learning opportunities, and student success. Make strategic, principled decisions in a constrained environment.

■ Deepen community partnerships and elevate the college and EWU's role in the region

Build and strengthen relationships with community and industry partners, regional employers, local tribes, government and legislative stakeholders, donors, and other academic institutions. Leverage CSTEM's distinctive strengths and assets such as the Cybersecurity Institute, Prairie Restoration Project, Turnbull National Wildlife Refuge, and other place-based opportunities to enhance student outcomes, support faculty work, and elevate EWU as an anchor institution in the region.

■ Foster a culture of respect, inclusion, collegiality, and trust

Cultivate an environment in which faculty, staff, and students are empowered and supported, emphasizing transparency in communications and decision-making. Model and promote inclusive excellence, expanding opportunities for historically underrepresented populations and ensuring CSTEM's policies and practices reflect EWU's commitment to equity, access, and belonging.

■ Enhance administrative and operational excellence

Strengthen policies and procedures, ensuring consistent and equitable processes across the college. Coordinate effectively across CSTEM units prioritizing communication, cohesion, and shared identity. Provide operational leadership and management that prioritizes efficiency, accountability, shared governance, and institutional effectiveness.

Professional Qualifications and Personal Qualities

Eastern Washington University seeks in the next dean of the College of Science, Technology, Engineering, and Mathematics an experienced, dynamic, and inclusive leader with the highest standards of personal and professional ethics and a record of success leading through innovative organizational change.

To be considered, candidates must have a terminal degree in a discipline within CSTEM or a closely related field; a minimum of three years of successful experience in leadership positions; and a record of accomplishment that merits appointment as a tenured associate professor or professor in the college.

The ideal candidate will have a demonstrable understanding of the role of a regional polytechnic university in the higher education landscape. In addition, the preferred candidate will have the following attributes and qualifications:

Relevant academic administration experience

- Evidence of prior administrative success, preferably in a comparable complex academic setting
- Demonstrable record of success working effectively across multiple diverse academic units
- Experience in strategic planning and implementation and managing both projects and people
- Experience with institutional, professional, national, and/or programmatic accreditation; assessment; and academic program review

Collaborative leadership, effective communication, and commitment to shared governance

- Capacity and willingness to listen and learn, and a commitment to transparent communication
- Record of working collaboratively, collegially, and cooperatively in a student-centered environment
- Proven ability to represent and advocate for both internal and external constituencies
- Prior success working effectively in a collective bargaining and/or shared governance environment

Commitment to academic excellence and faculty and student success

- Successful record of scholarly activity
- Commitment to excellence in teaching and scholarship with an emphasis on experiential learning and student success
- Successful experience with faculty recruitment, development, advising, and retention
- Commitment to a diverse, student-centered learning community, experience working with first-generation and underrepresented populations, and success advancing inclusive excellence

Fiscal, operational and administrative acumen

- Sophisticated understanding of university finances, cost structures, and resource allocation
- Demonstrated ability to manage large, diverse budgets and expenditures
- Ability to build and effect results through high-performing teams
- Experience leading, managing, and/or administering sponsored research and grants and contracts

Fundraising and external relations experience

- Successful record of fundraising and alumni relations
- Record of effective external partnerships, e.g., with education, industry and/or community leaders



About CSTEM

One of four colleges at Eastern Washington University, CSTEM is home to a diverse array of programs spanning science, technology, engineering, and mathematics disciplines. The college emphasizes applied learning, undergraduate research, and industry partnerships, offering students meaningful experiences that prepare them for professional success. As a top state university for graduating students in STEM disciplines, Eastern plays a crucial role in meeting an increasing demand for degrees that support careers in health-science and technology-based industries.

CSTEM currently enrolls nearly 1,900 undergraduate and approximately 60 graduate students taught by 115 full-time faculty. Faculty are actively involved in research, providing students with opportunities to participate in real-world projects and develop field and laboratory skills beyond what students learn in the classroom.

The college is home to faculty with a diversity of research interests and features several on-going cross-disciplinary activities, including a [Prairie Restoration Project](#) adjacent to campus, an imaging suite that houses a scanning electron microscope, and the Mathematics, Engineering, and Science Achievement (MESA) program. CSTEM maintains a strong relationship with the [Turnbull National Wildlife Refuge](#) among other community and research partners.

The National Security Agency recently named EWU a [National Center of Academic Excellence in Cyber Operations](#), making Eastern one of only 22 universities nationwide and the only one in the Pacific Northwest to attain the prestigious designation. Eastern offers the only undergraduate [industrial robotics and automation program](#) in the tri-state area.

The majority of CSTEM programs reside at EWU's main campus in Cheney. Programs in Cybersecurity, Computer Science and Electrical Engineering, and Design are currently housed at the [Catalyst building](#) in Spokane. It is anticipated that all CSTEM programs will reside at the Cheney campus by Fall 2027.

Departments and Programs

CSTEM offers 33 undergraduate degree programs, three graduate degree programs, two certificate programs, and 55 minors across seven academic departments:

- Biology
- Chemistry, Biochemistry, and Physics
- Computer Science and Electrical Engineering
- Design
- Geosciences
- Mathematics
- Mechanical Engineering and Technology





Applied Learning and Student-faculty Research

EWU is focused on applied learning and research that integrates innovation, sustainability, and hard work to benefit its surrounding communities and the greater Eastern Washington region. Through partnerships, collaborative projects, and community empowerment, EWU students gain real-world experience that prepares them for workplace success and contributes to vibrant, economically healthy communities.

As part of EWU's strategic plan, Eastern is actively incorporating experiential learning opportunities such as practicums, internships, research projects, and community engagement into the undergraduate curriculum. The goal is to integrate experiential learning into every undergraduate degree program by the 2028–2029 academic year.

EWU and CSTEM emphasize hands-on, faculty-mentored research, and creative projects across undergraduate and graduate programs. Students can apply for research support through the [Undergraduate Research & Creative Activities Fund](#), present findings at an annual [Student Research and Creative Works Symposium](#), and publish their work in the [EWU Digital Commons](#).

In 2025, the Carnegie Foundation reclassified EWU as a [Research College and University](#) (RCU), an acknowledgment of Eastern's research productivity. EWU and CSTEM research are supported by the National Science Foundation (NSF), National Institutes of Health (NIH), and other federal and local natural resources management agencies, including local tribes. Recent awards include a \$1.05 million Small Business Administration grant enabling EWU to conduct cybersecurity audits for small businesses owned by underrepresented groups; a \$975,000 NSF ADVANCE grant to help recruit and retain diverse faculty in STEM fields; and a \$480,000 NIH grant to support molecular-level exploration of bone regeneration.

Mathematics, Engineering & Science Achievement (MESA) Program

The [MESA](#) program helps students feel a sense of belonging and achieve success in STEM studies and careers. Eastern's program is the first four-year MESA program in Washington. [Washington MESA](#) supports students in grades 6–12 through the College Prep Program as well as students at 12 community colleges through the Transfer Prep Program. Washington MESA is a member of [MESA USA](#), a consortium of statewide MESA programs representing 10 states across the country.

Facilities

CSTEM's state-of-the-art facilities on the Cheney campus include the newly constructed [Interdisciplinary Science Center](#) (ISC), which features 27 modern teaching labs designed to provide hands-on learning experiences for students. Major upgrades Extensive renovation is underway to transform the 148,00-square-foot [Science Building](#) into a state-of-the-art research facility. Undergraduate students who start out taking core science classes in the ISC will be able to pursue upper-level research courses in the renovated Science Building. Once completed, the two buildings will form a science and innovation complex that advances student-faculty research, positioning Eastern to meet future research and education needs while supporting workforce demands.





About Eastern Washington University

Founded in 1882, EWU is a comprehensive, regional, and residential, public university institution located in Eastern Washington. EWU's 300-acre park-like main campus is located in Cheney, a community of 12,000 residents 16 miles southwest of Washington's second-largest city, Spokane. Eastern also offers programs in downtown Spokane and at select locations throughout the state. EWU provides students with a small-college-town, residential campus experience that boasts high-quality experiential learning, exceptional faculty mentoring, and civic and community engagement opportunities for undergraduates and graduate students alike.

EWU comprises four colleges: the [College of Arts, Humanities & Social Sciences](#), [College of Health Science and Public Health](#), [College of Professional Programs](#), and [College of Science, Technology, Engineering and Mathematics](#).

The university enrolls approximately 10,000 students, approximately one-third of whom are first-generation university students. Approximately one-third of EWU students are from historically underrepresented ethnic backgrounds. Most students come from the state of Washington or from neighboring western states.

EWU offers 97 majors, 50 master's degrees, 22 graduate certificates, 32 graduate programs, and 2 applied doctorates across nearly 100 areas of study. The university is accredited by the Northwest Commission on Colleges and Universities. EWU encourages diversity in thought and practice and a curriculum that integrates multiple disciplines.

EWU's athletic program is designed to be an integral component of the university community both in Cheney and greater Spokane. EWU is affiliated with Division I of the NCAA and is a member of the Big Sky Conference. The university sponsors 14 intercollegiate sports, six for men and eight for women, both as learning opportunities for its most athletically talented students and an enhancement to student and community life. EWU's approximately 300 student-athletes have maintained a greater than 3.0 GPA for the past 54 quarters.

The university employs approximately 403 faculty, 440 classified staff members, and 385 administrative exempt staff. EWU is governed by an eight-member board of trustees, including one student, appointed by the governor. The board is responsible for determining the broad policies under which EWU operates and approving operating plans and budgets proposed by the president as provided by state statute. The university's FY 2026 operating budget is \$331 million.

Mission, Vision, and Values

Eastern Washington University provides an inclusive, equitable, and transformative learning experience, driving the pursuit of knowledge with affordable academic excellence.

The university provides an education rooted in the liberal arts, designed to address the unique challenges and opportunities facing the region. Characterized by a student-centered focus and opportunities for applied learning in high-demand fields, this education creates upward social mobility and intellectual growth for our students that supports a healthy, sustainable, and economically successful region.

The pursuit of Eastern's mission and its strategic objectives is guided by the following core values:

- Academic Excellence
- Accessibility
- Belonging
- Regional Impact and Regional Contribution
- Student Success
- Sustainability

Diversity and Inclusion

Eastern Washington University is one of the most diverse college campuses in the Pacific Northwest. Students hail from 43 states and 70 countries, and approximately one-third are from diverse backgrounds.

EWU is committed to catalyzing an equitable and inclusive climate on its campuses and in its communities. It fosters campus life that is vibrant, welcoming, and supportive of all. Holding strongly to the belief that communities flourish when multiple perspectives converge to create a powerful and inclusive vision, the university prioritizes and provides opportunities for open thought and dialogue.

Strategic Plan

EWU's [2024-2029 strategic plan](#) allows the university to adapt to evolving landscapes, technological advancements, and changing student needs, ensuring our university remains competitive and relevant. It was developed in collaboration with internal and external stakeholders to promote efficient resource allocation and provide a roadmap for decision-making, ultimately enabling EWU to thrive, innovate, and contribute meaningfully to our community and society.

The strategic plan is built on four pillars:

- **Student Success and Student Experience**

EWU will reshape institutional practices to improve enrollment (recruitment and retention), promote student success, and close structural equity gaps.

- **Belonging**

Through the active engagement and continuous learning of students, faculty, staff, and administrators, as well as an unwavering commitment to equitable practices, Eastern Washington University will create an environment that fosters a sense of belonging, actively promotes and sustains equity, dismantles systemic barriers, and embraces the unique perspectives of all individuals.

- **Investing in People and Places**

EWU fosters an equitable, sustainable and supportive physical and social environment that encourages the recruitment, retention and engagement of the EWU community.

- **Regional Anchor/Regional Impact**

EWU will launch initiatives that focus on applied educational programming, interdisciplinary approaches, scholarly research, community engagement, and athletic excellence. EWU will position its graduates to fill workforce needs and as pivotal contributors to regional needs, equity, and social and economic mobility. EWU will make its campus a model of sustainability through aggressive decarbonization and other initiatives that involve students, faculty and staff.

Build Our Futures Campaign

Since its founding in 1882, Eastern has shaped generations of leaders and professionals who have made a transformational impact in their communities. The \$100 million [Build Our Futures](#) campaign—the first comprehensive fundraising campaign in EWU's history—will ensure future generations of Eastern graduates continue this legacy, tackling pressing challenges from defending the nation from cyber-attacks to delivering healthcare to underserved communities.

The campaign is focused on four priorities:

- Access & Affordability
- Hands-On Learning
- Building Healthy Communities
- Community Through Athletic Excellence



EWU Facts at a Glance

- Enrollment: 10,000 headcount (fall 2025)
- Student-to-faculty ratio: 19:1
- Student population: 41% male, 59% female
- Racial/ethnic diversity: 32% (self-reported)
- Tuition: \$ \$2,431 per quarter
- 80% of students receive financial assistance; 49% graduate debt-free
- 32% of students are first-generation college students
- 33% of new undergraduates are transfer students
- 30% of undergraduates have declared majors in STEM fields
- 82% of students graduate with professional experience
- 75% of new graduates have secured employment in fields related to their majors
- Eastern has more than 125,000 alumni; approximately 75% of remain in state.

Learn more [EWU facts](#) or see the [EWU Lookbook](#).

Leadership

Shari McMahan, Ph.D. **President**

As president of Eastern Washington University, Shari McMahan, Ph.D., has general supervision of all operations and programs of the institution and carries out the rules and regulations established by the EWU Board of Trustees and state law.

McMahan previously served as provost and vice president for academic affairs at California State University, San Bernardino (CSUSB). Prior to joining CSUSB in 2016, McMahan was a faculty member and administrator for 16 years at California State University, Fullerton.



Among her leadership roles, she served as founding chair of the Department of Health Science; interim associate vice president for research, creative activities and technology transfer; director of graduate studies; associate vice president for faculty affairs and development; dean of the College of Health and Human Development; and deputy provost.

McMahan has been awarded more than \$5 million in external grant funding, authored more than 50 peer-reviewed publications, delivered dozens of scientific and community presentations, and served on numerous professional task forces. A first-generation college student, McMahan received a bachelor's degree and doctoral degree in social ecology from UC Irvine, and a master's degree in health science from Cal State Northridge.

Lorenzo Smith, Ph.D. **Provost and Vice President for Academic Affairs**

Lorenzo Smith, Ph.D., took office as provost and vice president for academic affairs in July 2025. He serves as the university's chief academic officer, overseeing EWU's academic, teaching, research, and service missions.

He previously served as provost and executive vice president for academic affairs at Stephen F. Austin State University (SFA) in Texas. Prior to that, he was dean of the College of Engineering and Computer Science at California State University, Sacramento.



Smith has authored or co-authored 62 peer-reviewed publications and holds two U.S. patents. Working in collaboration with his colleagues, he secured \$14 million in external funding to support various research and programmatic initiatives.

Throughout his time in higher education, Smith's impact has extended beyond the classroom. He established SFA's Center for Applied Research and Rural Innovation and founded both the Hornet Leadership Program at Cal State Sacramento and CLIC-FORM at Oakland University. All three programs continue to operate and contribute to student, faculty, and community success. Passionate about mentorship and community engagement, Smith has served on the board of the Oakland Youth Orchestra, Sacramento Youth Symphony, and Detroit Area Pre-College Engineering Program.



The Local Community

Eastern Washington University's main campus is located in Cheney (population 12,000), just 16 miles from Spokane, Washington's second-largest city. Select EWU programs in health sciences, public health, business, accounting, and creative writing are located in the University District and South Landing on the eastern edge of downtown Spokane.

The Cheney campus is a matter of minutes from more than 20 lakes, beautiful mountains and the [Turnbull National Wildlife Refuge](#). Opportunities abound for fishing, hiking, biking, boating, wildlife watching and more. This unique geographic positioning allows students the serenity to focus on their studies, the spirit of a small college town, the recreational opportunities of the Northwest and the invaluable internship opportunities and civic involvement offered by a major metropolitan area.

EWU is situated on the Columbia Plateau, which is home to many Indigenous tribes, including the Spokane, Kalispel, Coeur d'Alene, Yakama, Colville, Kootenai, Warm Springs, Shoshone-Bannock, Nez Perce, and Umatilla. These Plateau Tribes share deep cultural, historical, and environmental ties to the land. EWU maintains an active relationship with regional tribal sovereign nations and works directly with tribes to promote educational access, support Native students, and foster community-led reconciliation initiatives.

Learn more about [the region](#).

EWU Land Acknowledgment

At Eastern Washington University, we are proud to recognize the land of the Spokane Tribe and other tribes that shared the land for fishing and trading. The Spokane Tribe, Coeur d'Alene Tribe, Confederated Tribes of the Colville Reservation, the Kalispel Tribe, the Nez Perce Tribe and the Yakama Nation are integral to the cultural heritage and traditional ethnological knowledge of the land.

Native American heritage is woven into the fabric of our institution, enriching our community through tribal culture, historical teachings, and tribal language, and is embraced daily by students, staff, faculty, and the Eastern Washington community.

At EWU, we are committed to reflecting on and acknowledging the historical injustices of genocide and the forced removal of tribal peoples and all our relatives. EWU recognizes and honors tribal sovereignty and government to government relationships with tribes.

From here forward, EWU will remain committed to supporting, honoring, and recognizing the Native American community and the dynamic contributions that are shared with our university.



Procedure for Candidacy

All applications, nominations, and inquiries are invited. Applications should include a CV, letter of interest, and statement in response to EWU's mission (see below).

Mission Response Statement

Eastern Washington University's mission is to provide an inclusive, equitable, and transformative learning experience, driving the pursuit of knowledge with affordable academic excellence. EWU is committed to serving first-generation, Pell-eligible students. Applicants are asked to provide a statement articulating how they would contribute to EWU's mission.

WittKieffer is assisting Eastern Washington University in this search. For priority consideration, application materials should be submitted by October 1 using WittKieffer's [candidate portal](#).

Confidential nominations and inquiries can be directed to [Philip Tang and Sarah Seavey](#).

Compensation and Benefits

The compensation range for this position is \$190,000 to \$240,000.

On top of salary, EWU offers a comprehensive benefits package including health insurance, life and disability insurance and retirement. In addition, EWU offers generous vacation and sick leave accruals, 12 paid holidays per year, and fringe benefits such as tuition waivers for employees, discounted EWU sports tickets, and free transportation through STA buses. For additional information regarding insurance benefits, please see the [EWU Human Resources website](#).

Conditions of Employment

Applicants must be authorized to work for *any* employer in the U.S. Sponsorship is not currently available for this position.

All new employees must comply with [EWU Immunization Policy 602-02](#) and provide proof of immunity or vaccination to MMR before beginning work. [Waivers](#) for the immunization requirements are available for medical or sincerely held religious beliefs.

Per [Chapter 28B.112.080](#) of the Revised Code of Washington regarding Campus Sexual Violence, the selected applicant will be required to complete a sexual misconduct disclosure form.

Equal Opportunity/Affirmative Action Employer

EWU does not discriminate in its programs and activities on the basis of race, color, creed, religion, national origin, citizenship or immigration status, sex, pregnancy, sexual orientation, gender identity/expression, genetic information, age, marital status, families with children, protected veteran or military status, HIV or hepatitis C, status as a mother breastfeeding her child, or the presence of any sensory, mental, or physical disability or the use of a trained guide dog or service animal by a person with a disability, as provided for and to the extent required by state and federal laws.