



Position Specification

Trine University

Dean, Allen School of Engineering and Computing Search

Trine University

Founded in 1884 as Tri-State Normal College by the residents of Angola, Indiana, Trine University today serves nearly 15,000 students that includes a beautiful 450-acre campus, the Dr. Earl D. and Melanie N. Brooks College of Health Professions in Fort Wayne, and education centers located in Detroit, Phoenix, and Reston, Virginia, as well as an online program. Though Tri-State was established to train teachers, the college expanded into other areas and, in 1902, launched what today is the Allen School of Engineering and Computing, recognized as one of the finest undergraduate schools of engineering in the country. More recently, the university launched programs in the health sciences and health professions that are training increasing numbers of students to meet critical needs in the job market regionally, nationally, and around the world.

Tri-State reorganized and revised its name to Tri-State College in 1906 and attained university status in 1975. In 2008, Tri-State was renamed Trine University in honor of trustees Drs. Ralph and Sheri Trine, to better define its mission and direction. More than 99 percent of Trine graduates over the past 11 years have been employed or in graduate school within six months of commencement. Trine graduates are prepared for careers through hands-on experience with real-world projects via internships, co-ops, and personal guidance from caring expert faculty. The university is consistently ranked among the Midwest's best universities by U.S. News & World Report and other organizations.

The university also offers undergraduate and graduate degree programs tailored to working adults through TrineOnline; physical therapy, occupational therapy, physician assistant, nursing, and surgical technology programs through the Brooks College of Health Professions; and graduate degrees in a hybrid format at its education centers in Detroit, Phoenix and Reston, Virginia. Academic programs at Trine emphasize practical opportunities to apply knowledge gained in the classroom, with the vast majority of students completing practicums, internships, co-ops, or other field experiences before graduation. Through Trine Innovation 1, students gain hands-on experience with real-world projects through classroom activities and senior projects.

Allen School for Engineering and Computing

With an average class size of just 19.7 students and faculty who have earned their doctorates from MIT, Yale, Princeton, Notre Dame, Virginia Tech, and Georgia Tech, among others, the [Allen School of Engineering & Computing](#) is among the elite. Whether part of the ABET-accredited programs in biomedical, chemical, civil, electrical, computer, mechanical, and software engineering, learning in the revitalized computer and information technology programs, or gaining essential design engineering skills, students receive hands-on experience, the opportunity to work in state-of-the-art laboratories and personal attention from professors who have practical experience in their fields.

Trine has invested in excellent facilities to enhance opportunities for hands-on, practical learning and research. The University expanded Fawick Hall, which is home to the Allen School of Engineering and Technology, with state-of-the-art technology and flexible learning spaces. Trine is breaking ground on a new student design center, and engineering students enrolled in Computer and Information Technology, Computer Science, and Cybersecurity can access the new [Mark and Sarah Music/Ruoff Mortgage Esports Arena](#). The 5,600-square-foot arena features 60 state-of-the-art gaming computers and cutting-edge technology designed to accommodate growth in Trine's esports program and its community partnerships. Additionally, the [Steel Dynamics Inc. Center For Engineering And Computing](#) features the most advanced technology, flexible labs and classrooms, an active learning lab with a maker space to foster creativity, and bright, open spaces for collaboration and conversation.

Approximately 45% of Trine undergraduate students pursue one of Trine's engineering programs. In Fall 2024, 870 undergraduate students enrolled in the Allen School. Students are immersed in a supportive environment focused on high-quality teaching and impactful student outcomes. Students gain practical experience through internships and co-ops and join alums with a more than 99% job placement rate.

The Allen School of Engineering and Computing is supported by four staff, two laboratory instructors, and 38 full-time faculty members, who bring instructional expertise and industry experience. The Allen School has thirteen minors and thirteen bachelor's degree programs:

- **Biomedical Engineering:** The Bachelor of Science in biomedical engineering equips students with the tools needed to develop solutions for the human body.
- **Chemical Engineering:** The Bachelor of Science in chemical engineering is designed to deliver a practical, hands-on, rigorous learning experience that has consistently yielded national award-winning, sought-after graduates.
- **Civil Engineering:** Trine University's oldest engineering discipline, dating to 1902, the Bachelor of Science in Civil Engineering program provides BIG university opportunities in a small, student-friendly environment. Each of the five major civil engineering disciplines — structural engineering, geotechnical engineering, transportation engineering, environmental engineering, and water resources engineering — is represented well within the curriculum and faculty.
- **Computer Engineering:** The Bachelor of Science in Computer Engineering program focuses on integrating hardware and software. There is an emphasis on computer hardware – from the scale of individual transistors – up through embedded computers, networks, high-level languages, and software engineering.
- **Computer and Information Technology:** The Bachelor of Science in Computer and Information Technology degree is designed to prepare students for a wide range of endeavors in information fields. The CIT program offers three concentrations: Cybersecurity, Game Design and VR, and Software Development and Data Science.
- **Computer Science:** The Bachelor of Science in Computer Science will launch in the Fall of 2025 and is designed to provide students with a rigorous, comprehensive education in the principles and practices of computation, data, and automation. The program prepares students for professional opportunities in multiple computing and technology fields, as well as for advanced study and research.
- **Cybersecurity:** Launched in the fall of 2024, the Bachelor of Science in Cybersecurity degree equips students to be experts who can effectively protect, detect, and respond to the evolving landscape of cyber threats.
- **Design Engineering Technology:** The Bachelor of Science in Design Engineering Technology program teaches students how to design products that function well while remaining as aesthetically pleasing as possible.
- **Electrical Engineering:** The Bachelor of Science in Electrical Engineering program is broad-based, covering the main aspects of electrical engineering: generating and delivering power, communications and control digital design, and instrumentation.
- **Extended Reality:** The Bachelor of Science in Extended Reality degree prepares students to develop XR apps and apply XR technology across multiple disciplines. The program encompasses augmented, virtual, and mixed reality and teaches students how to create and shape interactions between humans and computer-generated graphics, either in reality or in a virtual environment.
- **Mechanical Engineering:** The Bachelor of Science in Mechanical Engineering is among the most diverse, versatile, and prevalent of all engineering disciplines. The program teaches future mechanical engineers to assess the physics of the environment and the parts that work to form the whole, the aesthetics of the final product, and the logistics of the manufacturing process.
- **Mechatronics & Robotics Engineering:** The Bachelor of Science in Mechatronics and Robotics Engineering degree is built on mechanical and electrical engineering principles, with an additional mechatronics and robotics core that prepares graduates for the practice of robotics engineering at the professional level.
- **Software Engineering:** The Bachelor of Science in Software Engineering teaches students to apply scientific principles to develop software, automated systems, and smart solutions to solve industry challenges. The degree includes computer programming but is also concerned with methodologies, techniques, and tools to manage the software lifecycle.

Candidate Profile

The 12-month position of Dean requires an individual who can serve effectively as the academic and administrative officer of the Allen School. Reporting to the Vice President for Academic Affairs, the Dean will be responsible for providing leadership in academics, professional development activities, and research in accordance with the mission, vision, and reputation of the Allen School.

The School Dean must be committed to the centrality of a Trine education and possess the energy and vision to support faculty in achieving excellence in teaching, outreach, engagement, and research. As a teaching institution, the Dean must have a strong commitment to effective pedagogy and students' academic success.

It is recommended that the School Dean have at least three years of teaching experience plus three years of administrative experience in higher education at the Department Chair, Associate Dean, or Director level and hold a terminal degree in a field related to the disciplines housed in the Allen School. The ideal candidate will have three or more years of industry experience. The Dean should present evidence of experience in leadership and the interpersonal skills and ability to build collegiality, trust, and consensus among faculty, staff, students, alums, and school partners.

Specifically, the School Dean should bring experience, commitment, and strategic plans for:

- Promoting excellence in the teaching profession
- Providing ABET-specific guidance and support for successful accreditation outcomes
- Recruiting and retaining students in coordination with University Admissions
- Developing positive and strategic relationships with industry stakeholders
- Fundraising in coordination with University Advancement
- Providing outcomes assessment and professional development for faculty and staff
- Preparing and managing School budgets

In addition, the School Dean must provide the following essential duties:

- Supervise all departments within the School, including all appropriate faculty and staff
- Assess the needs and coordinate the development of instructional programs and curricula within the School
- Coordinate faculty recruitment efforts and recommend the appointment of academic personnel
- Oversee School-specific grant proposals and administer grant funds in coordination with University Advancement
- Represent the School at academic meetings

It is expected that a School Dean will teach three credit hours per semester.

The School Dean will also be responsible and accountable for additional duties and assignments as prescribed by the Vice President for Academic Affairs.

Qualifications

In terms of the performance and personal competencies required for the position, we would highlight the following:

Setting Strategy

- A visionary, innovative, and creative leader with the ability to create and articulate an inspiring vision by engaging and gathering input from Allen School stakeholders.
- The inclination to seek and analyze data from a variety of sources, including market trends, to support decisions and to align others with the overall strategies of the Allen School and Trine University.
- Possess a broad understanding of the engineering landscape, including academic, research, industry, funding, and policy trends to identify unique opportunities and establish meaningful external connections.

- An entrepreneurial, creative approach to developing innovative ideas that will advance the Allen School and expand its boundaries by focusing on its distinct advantages.

Executing for Results

- The ability to set clear and challenging goals by establishing faculty and staff buy-in and committing the School to improved performance; tenacious and accountable in driving results.
- Possess a passion for teaching to advance academic and student success priorities and post-graduation outcomes.
- A strong preference for a leader with management experience and financial acumen.
- Ideally, possess fundraising experience or the personality traits and aptitude to suggest the potential to succeed.
- A leader who is viewed by others as having a high degree of integrity and forethought in their approach to making decisions; the ability to act in a transparent and consistent manner while always taking into account what is best for the Allen School.

Leading Teams

- The ability to attract and recruit top talent, motivate the team, delegate effectively, and manage performance; widely viewed as a strong developer of others.
- The ability to persevere in the face of challenges and exhibit resolve and commitment to higher standards, which commands respect from followers.
- Embody the qualities of a servant leader who is accessible and approachable.
- A leader who is self-reflective and aware of their limitations; leads by example and drives the School's performance with an attitude of continuous improvement by being open to feedback and self-improvement.

Relationships and Influence

- Naturally connects and builds strong relationships with others, demonstrating strong emotional intelligence and a tendency to seek connection and establish a collaborative environment.
- Genuine enthusiasm to lead and possess an ability to communicate clearly and persuasively.
- An ability to inspire trust and followership in others through compelling influence, passion in their beliefs, and active drive.
- Creates a sense of purpose/meaning for the team that generates followership beyond their personality and engages others to the greater purpose for the organization as a whole.

Angola

Angola, Indiana, is home to 9,444 permanent residents. The city's population receives a significant boost from Trine University students during the school year. The area also grows during the summer when additional people enjoy lakefront homes during the warmer months. Angola boasts an affordable cost of living below state and national averages. The city's downtown is listed on the National Register of Historic Places and features picturesque streets lined with unique boutiques and eateries. The city also offers numerous parks, art galleries, and many annual festivals and celebrations.

Pokagon State Park and Trine State Recreation Area offer many outdoor opportunities, including:

- Camping
- Boating
- Cross country skiing
- Fishing
- Hiking
- Biking
- Horseback riding
- Swimming
- A quarter-mile refrigerated toboggan run

Angola and Steuben County are served by Cameron Memorial Community Hospital, a modern, high-tech facility that provides advanced diagnostics, a variety of specialties, and cutting-edge treatment options combined with highly personalized and compassionate care.

Steuben County

Steuben County boasts the state's largest collection of lakes. In addition to Pokagon State Park, the county provides many opportunities for outdoor recreation, such as golf, fishing, hiking, and biking. There also are local wineries and many dining options. Steuben County's location on the intersection of Interstate 69 and the Indiana Toll Road makes it easy for businesses to move raw materials and finished products throughout the United States.

Northeast Indiana

Fort Wayne, Indiana's second-largest city, is only 35 miles away from Trine University via interstate. The city offers professional sports teams, large events at venues like the Embassy Theatre and Memorial Coliseum, and many venues for entertainment, dining, and shopping. Major metropolitan areas such as Cleveland, Detroit, Chicago, and Indianapolis are about three hours away via interstate.

Nomination and Application Procedure

Trine University invites inquiries, nominations, and applications for the position of Dean of the Allen School of Engineering and Computing. **Interested candidates should confidentially submit a curriculum vitae and letter of interest (Adobe PDF files preferred) to Trine.Engineering@russellreynolds.com.** Materials will be reviewed immediately and will continue to be reviewed until the position is filled.

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