

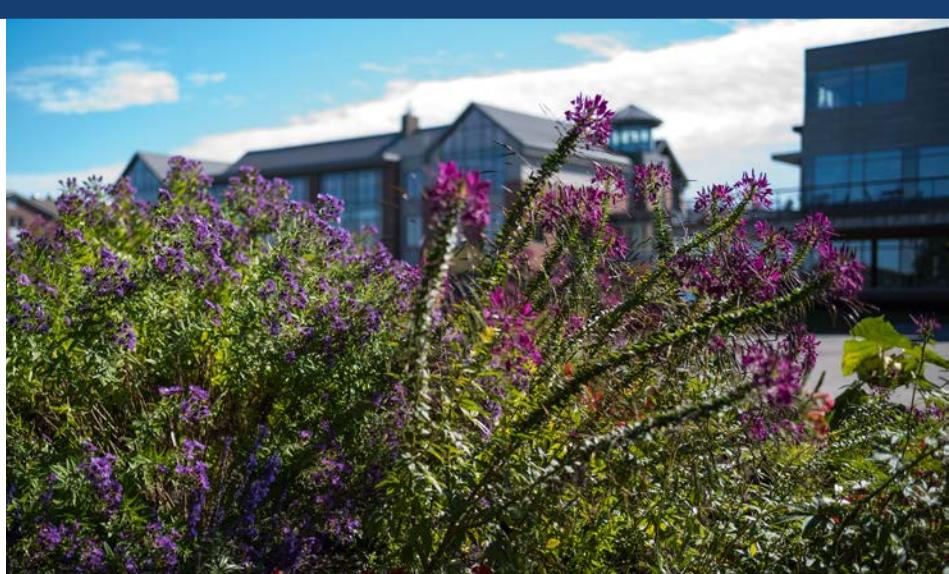
UNIVERSITY OF  
NEW ENGLAND

INNOVATION FOR A HEALTHIER PLANET

UNIVERSITY OF NEW ENGLAND

# Associate Dean, *Academic and Faculty* *Affairs*

POSITION	Associate Dean, Academic and Faculty Affairs
ORGANIZATION	University of New England
LOCATION	Biddeford Maine
COMPENSATION	The University of New England offers an attractive compensation and benefits package, commensurate with the successful candidate's background and experience.
REPORTING RELATIONSHIP	The Associate Dean reports to the Dean of the College of Arts and Sciences.
WEBSITES	<a href="http://www.une.edu">www.une.edu</a> <a href="http://www.une.edu/cas">www.une.edu/cas</a>



## POSITION OVERVIEW

The University of New England's College of Arts and Sciences (CAS) seeks an innovative, principled, and collaborative leader to serve as the next Associate Dean of Academic and Faculty Affairs beginning in Summer 2026. This role advances academic excellence across the College by stewarding program quality, promoting innovation, and ensuring a culture of continuous improvement grounded in meaningful assessment. The successful candidate will work closely with the Dean, the College's School Directors, faculty governance, and others, and will lead the College's efforts in curriculum, instruction, assessment, and programmatic revision. The Associate Dean for Academic and Faculty Affairs will be instrumental in recruiting, hiring, mentoring, and retaining faculty and staff within the College. The Associate Dean for Academic and Faculty Affairs will be a trusted partner within the College and across the University, offering strategic support to the Dean.

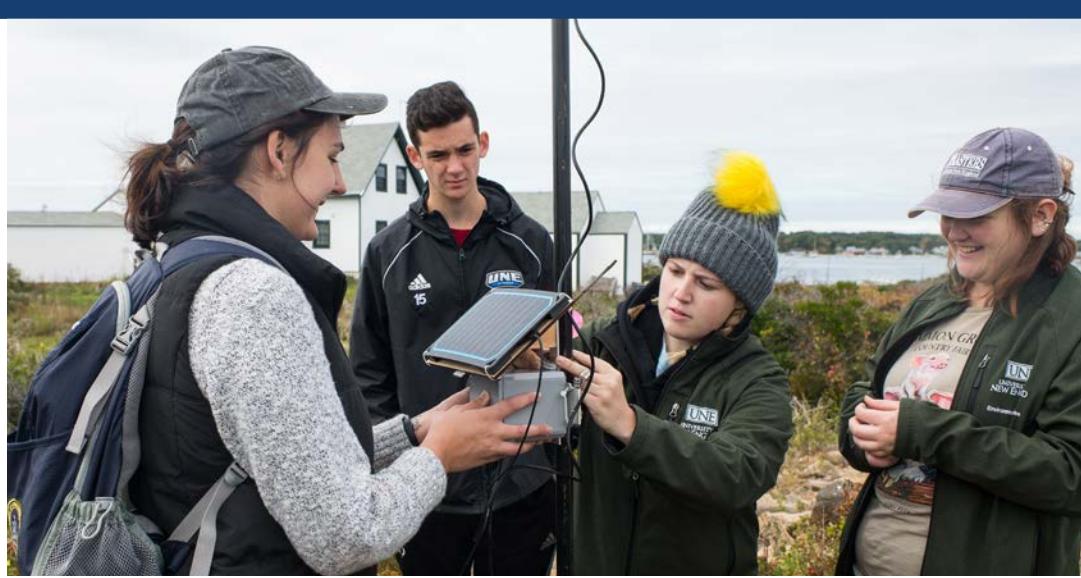


## KEY RESPONSIBILITIES

The Associate Dean for Academic and Faculty Affairs will have primary responsibility for ensuring that the College's academic portfolio is contemporary, aligned with the interests of current and prospective students, and rigorous and thoughtfully designed to develop professional and personal skills for the 21st century. While much of this work is strategic in nature, the Associate Dean will work with others and oversee the production of the academic schedule and academic catalog.

In addition, the next Associate Dean will develop processes and support the full life cycle of employees in the College with a particular emphasis on fostering a culture of mentorship. This work encompasses providing the Dean with strong recommendations regarding strategic hiring, faculty and professional staff workload, and annual evaluations, including School, College, and University-level rank, tenure, and promotion processes.

This successful candidate will work closely with the Dean's Office, eight School Directors and their Assistant School Directors, the Nor'easter Core Director, the Registrar's Office, and offices that support assessment and global education. Therefore, the Associate Dean must be a trusted colleague who cultivates professional relationships based on mutual goodwill. UNE and CAS are poised for further growth, and the next Associate Dean will play a crucial role in helping the College meet its goals. The successful candidate will be a key advisor to the Dean and must deliver strategic advice and recommendations on a wide range of topics.



## QUALIFICATIONS

Ph.D. in a discipline represented in the College and a record qualifying for appointment at the rank of Associate Professor or Professor. The ideal candidate has considerable experience with:

- Curriculum, including general education
- Assessment and data-informed decision-making
- Scheduling
- Catalog
- Faculty governance
- Recruiting, hiring, mentoring, and retaining faculty and professional staff
- Faculty rank, tenure, and promotion processes
- Administrative experience at the level of Assistant Department Chair (or equivalent) or higher is preferred

The successful candidate will join a collegial office consisting of the Dean, another Associate Dean, the Director of Finance and Administration, and four professional staff members who assist with administrative functions. An ideal candidate is organized, exercises sound judgment independently, and demonstrates excellent communication skills. Importantly, the successful candidate must be dedicated to student and employee success and should appreciate the joy and humor inherent in our work.



## ABOUT THE COLLEGE OF ARTS AND SCIENCES (CAS)

CAS is the largest and most comprehensive academic unit in the University, exemplifying UNE's commitment to providing a transformative education. Located in Biddeford, the College consists of eight schools and two centers: the School of Arts and Humanities, the School of Biological Sciences, the School of Criminology, Society, and Politics, the School of Mathematics and Data Science, the School of Education, the School of Marine and Environmental Programs, the School of Molecular and Physical Sciences, the School of Psychology and Brain Sciences as well as the Girard Marine Science Center and the Center for Global Humanities. With over 33 majors, 35 minors, and two master's programs spanning the humanities, arts, education, natural sciences, social sciences, and interdisciplinary studies, the College is a first-choice destination for students, faculty, and professional staff. With a remarkably diverse and balanced curriculum that includes robust applied and experiential options, UNE students graduate prepared for professional and personal success.

CAS offers a vibrant and supportive environment for faculty who are passionate about research, teaching, and interdisciplinary collaboration. Faculty in CAS engage in scholarship across many disciplines including physical and life sciences, social sciences, humanities, education, and the arts. CAS faculty benefit from a collegial atmosphere, peer mentoring, and a commitment to teaching excellence, as well as support from the Office of Research and Innovation, which assists with funding, training, and infrastructure needs. Facilities include specialized labs in the Alfond Center for Arts and Sciences, Morgane Hall, the Girard Marine Science Center, and the Pickus Center for Biomedical Research, offering state-of-the-art resources for both faculty and student research. Additionally, major renovations to the Harold Alfond Center for Arts and Sciences are ongoing and will bring new spaces designed to foster collaboration, creativity, and innovation.

Experiential learning is a hallmark of UNE's educational model, with undergraduates encouraged to enhance their classroom knowledge through research projects, internships, creative pursuits, and global study opportunities. No matter their discipline, students collaborate one-on-one with faculty mentors to create new knowledge and present original work. Interdisciplinary collaboration across programs is embraced. This immersive approach prepares CAS graduates for success in dynamic careers and top graduate programs upon earning their UNE degrees.



Mirroring the rest of the University, CAS is a welcoming community with a deep and abiding commitment to learning, personal development, and socio-economic mobility. The College recognizes that education is holistic, that students, professional staff, and faculty must develop a sense of belonging and purpose to make the most of their UNE experience. CAS professional staff and faculty are mission-driven and work in support of one another and our students. The College's innovative teaching methods balance traditional and modern pedagogies, incorporating field work, labs, independent research, and global learning experiences. CAS graduates are intellectually curious, globally aware leaders, and collaborators with the creativity, ethical grounding, and passion to drive positive change.



## BACKGROUND INFORMATION

### About the University of New England

With roots dating to 1831, the University has evolved to become the largest independent university in Maine and one of the fastest growing private universities in the Northeast. UNE has established itself as a leading comprehensive university with particular strengths in the health sciences and marine sciences and a wide range of academic programs offered both onsite and online to just over 11,000 undergraduate, graduate, and professional students. UNE is guided by the core values of student-centeredness, community and belonging, relentless inquiry, interdisciplinary collaboration, learning everywhere, progressive change, and stewardship of our planet.

UNE's more than 70 undergraduate, graduate, professional, and online degree programs are offered through seven colleges – the College of Arts and Sciences, College of Business, College of Dental Medicine, Westbrook College of Health Professions, College of Osteopathic Medicine, College of Professional Studies, and Honors College. UNE is home to Maine's only medical school and only physician assistant program and to northern New England's only dental school. UNE's robust research agenda garners more NIH funding in biomedical research than any other college or university in Maine. UNE is located on two beautiful campuses in Maine – the coastal Biddeford Campus and suburban Portland Campus for the Health Sciences – and also has a unique study-abroad campus in Tangier, Morocco. UNE is regionally accredited by the New England Commission on Higher Education.

During a tumultuous time for higher education, UNE has bucked the trends, emerging from a global pandemic with robust enrollment numbers, a bold plan to move its medical college from Biddeford to Portland, and a host of new academic programs and student support initiatives designed to meet the workplace needs of an ever-changing economy. While many other institutions were content to merely keep their doors open during the pandemic, UNE's dedicated faculty and professional staff were determined to seize every opportunity during a time of much change and realignment for the industry. And guided by the recently refreshed Our World, Our Future strategic plan, UNE has done just that. As a result, the University's credit rating was upgraded in 2023 to A2 from Moody's Investor Services and A+ (with positive outlook) from Fitch Ratings.



UNE emphasizes welcoming, belonging, and meeting the needs of first-generation students while consciously immersing students in an environment that prioritizes viewpoint diversity. Indeed, one of UNE's distinguishing characteristics is its commitment to fostering a robust marketplace of ideas so that students may develop the respect for opposing viewpoints and intellectual curiosity needed to be productive participants in our increasingly polarized society. The University invites guest speakers to campus whose ideas span various ideological spectra and, through an array of interrelated programs, exposes students to multiple views on important topics, both inside and outside the classroom.

Perennially included on "best colleges lists" by *U.S. News & World Report*, *The Princeton Review*, *Forbes*, and others, UNE prides itself on its excellent student outcomes. It has recently been ranked first in Maine for value added by *Brookings* and first in Maine for job placement by *Zippia*. Meanwhile, UNE students enjoy an exceptionally low student-loan-default-rate of just 0.6% compared to 2.3% nationally. UNE's clinical programs also boast exceptional board pass rates, while the aspiring doctors in UNE's College of Osteopathic Medicine earn a residency choice match rate that is among the 10 best in the country. For more information about these and other accolades, visit [www.une.edu/about/glance](http://www.une.edu/about/glance).

UNE is a great place to work. The University boasts both a tight-knit community and access to a wide array of degree programs, research opportunities, and cultural events. UNE offers a generous, comprehensive benefits package to eligible employees and their dependents. The package includes varied health and dental plans; a retirement plan that includes up to an 8% match; extensive paid leave, including holidays, vacation, sick, and personal time; and educational benefits for both employees and dependent children. Please visit the Human Resources Benefits site – [www.une.edu/hr/benefits](http://www.une.edu/hr/benefits) – for additional information regarding UNE's fantastic benefits package.



### About UNE President James D. Herbert

James D. Herbert is the sixth president of the University of New England, serving since July 2017.

Under President Herbert's leadership, UNE has redoubled its commitment to collaborative, team-based clinical education; launched a slate of new undergraduate and graduate academic programs (both on-campus and online); expanded marine and health professions programs; and launched a business college.

During his tenure as president, UNE has also reorganized student support services to be more student-centric and expanded physical facilities on the Biddeford and Portland campuses, including new athletic facilities and a new home for Maine's only medical school. He has expanded UNE's connections with the regional business community and was recognized as a 2025 Business Leader of the Year by *Mainebiz*.

President Herbert has helped UNE to greatly improve its financial footing, as reflected by significant credit upgrades and the growth of the University's endowment. He has also significantly increased fundraising, including securing the largest gift in the University's history. These achievements are reflected in UNE's strategic plan, *Our World, Our Future*, which President Herbert implemented in 2018 and renewed in 2023.

As a champion of the academy as the ultimate marketplace of ideas, President Herbert founded a number of programs to encourage viewpoint diversity and civil, robust discourse on campus, including "The President's Forum," a moderated discussion series that facilitates discussion of timely topics to promote a deeper understanding of critical issues facing society.

Herbert arrived at UNE via Drexel University in Philadelphia, where he held several senior administrative positions, including interim provost and executive vice provost and dean of the Graduate College. He completed his undergraduate studies at the University of Texas at Austin and his M.A. and Ph.D. in clinical psychology from the University of North Carolina at Greensboro. His research interests include cognitive behavior therapy – including newer mindfulness and psychological acceptance-based models of behavior therapy, anxiety, mood, and eating disorders, remote internet-based treatment, and the promotion of evidence-based practice in mental health. He resides on UNE's Biddeford Campus with his wife, Lynn Brandsma, Ph.D., both of whom are highly engaged in campus life.



### About UNE Provost Gwendolyn Mahon

Provost Gwendolyn Mahon joined UNE in November 2022, bringing her passion for higher education and extensive leadership in the field to campus. As a first-generation college graduate, Provost Mahon is dedicated to helping others access the opportunities that higher education has provided her and has a keen understanding of the importance of a student-centered philosophy and a community-engaged approach in higher education.

During her time at UNE, Provost Mahon has implemented many programmatic changes to enhance various academic programs and grow the research enterprise. She has established 10 new degree programs and made several organizational changes to enhance visibility and spur the growth of key degree offerings. This includes the creation of the School of Education, School of Mathematics and Data Science, School of Public and Planetary Health, College of Business, and Honors College.

Prior to arriving at UNE, Provost Mahon spent 24 years at Rutgers University, where she filled multiple leadership roles, including dean of the Rutgers School of Health Professions. She holds a master's degree in medical genetics from the University of British Columbia, Vancouver, Canada, and a doctorate in biomedical science from Rutgers School of Graduate Studies. Her research is focused on molecular oncology, specifically signal transduction pathways involved in leukemogenesis and cell motility.



### About UNE College of Arts and Sciences Dean Wesley Renfro

Wesley Renfro, Ph.D., is the dean of the College of Arts and Sciences at the University of New England. He brings a decade of leadership experience in higher education, most recently serving as senior associate dean for academic affairs and strategic initiatives at Quinnipiac University in Connecticut. His background includes roles as associate dean at Quinnipiac University, director of core curriculum, and chair of the political science department at St. John Fisher University in Pittsford, New York. As an international relations scholar, Renfro specializes in American presidents and U.S. foreign policy, with numerous publications on empire, presidential decision making, and strategy. His tenure at Quinnipiac University was marked by significant academic innovation and strategic growth, including the creation of 12 accelerated/dual-degree programs, seven new majors, and multiple undergraduate and graduate certificates addressing emerging fields. Renfro holds a Ph.D. and a master's in political science from the University of Connecticut and a bachelor's degree in history and philosophy from Heidelberg University.



## About Life in Maine

The University of New England is located on two beautiful campuses in Maine — an oceanfront coastal campus in Biddeford and a vibrant health sciences campus in Portland, a city of great appeal and historic significance. With breathtaking scenery, a rich cultural environment, world-class dining, low crime rates, and classic New England charm, southern Maine provides an unparalleled quality of life. The quality of life is exemplified by safe towns and cities, top school systems, and a variety of highly accessible outdoor activities, from beaches to mountains. Whether one enjoys local shopping in Portland's Old Port, sampling unique breweries and distilleries in Biddeford, strolling the harbor-side trail on the Eastern Promenade, or hiking, sailing, skiing, or the arts, the area offers something for everyone. The Greater Portland region combines city living with small-town charm, frequently cited as one of the best cities in America to live and work.



## NOMINATIONS AND APPLICATIONS

Applications will be reviewed on a rolling basis, with initial reviews beginning on March 9.

### HOW TO APPLY

Applicants should submit a current CV, a letter of interest, and a statement articulating their leadership philosophy. Applicants should also list three professional references. References will not be contacted before an on-campus, final interview.

[University of New England Career Opportunities | Associate Dean of Academic and Faculty Affairs](#)



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