

BAKER AND ASSOCIATES LLC

The University of North Carolina at Greensboro

Dean, School of Education

The University of North Carolina at Greensboro (UNCG) is seeking nominations and applications for the position of Dean, School of Education. The School seeks an innovative, dynamic, and experienced leader who will enhance and further its national and international reputation and position as a leading institution for 21st century education.

School of Education <http://www.uncg.edu/soe/>

An engaged, collaborative and diverse community of interdisciplinary scholars, educators and learners, the School is made up of 76 full-time faculty and 26 staff, and enrolls 1,038 undergraduate and 1,069 graduate students. As leaders and advocates of change, the faculty and staff are committed to addressing equity and access through teaching, research and service. The School offers bachelor, master, and doctoral degrees that prepare successful teachers, counselors, administrators, library, information and media specialists, and educational researchers through six departments:

- Counseling and Educational Development (CED) <http://www.uncg.edu/ced/> prepares professional counselors committed to providing culturally competent counseling services that enhance the well-being of individuals, families, groups, couples across the lifespan and to advocate on behalf of our clients and our profession.
- Educational Leadership and Cultural Foundations (ELC) <http://www.uncg.edu/elc/> is concerned with issues of educational theory, cultural analysis, educational leadership and school organization, educational policy, and curriculum studies. The department seeks to prepare thoughtful and effective leaders in education through programs of study that are interdisciplinary in focus and that emphasize questions of moral concern, the cultural context of education, and a reconstructive vision for excellent and equitable schooling.
- Educational Research Methodology (ERM) <http://www.uncg.edu/erm/> specializes in educational measurement and psychometrics, research design, program and policy evaluation studies, educational statistics, and the application of research methodology to address educational questions.
- Library and Information Studies (LIS) <http://www.uncg.edu/lis/> connects people, libraries, and information through research, teaching, and service.
- Specialized Education Services (SES) <http://www.uncg.edu/ses/> prepares professionals for diverse roles in working with individuals with disabilities or who are deaf or hard of hearing across the life span in a variety of education and community environments.
- Teacher Education and Higher Education (TED/HED) <http://www.uncg.edu/cui/> provides the academic and practical preparation for educational leaders from the elementary grades to higher education in the dynamic and diverse contexts of educational institutions. Programs include educational theory, policy, research, and practice in order to engage students in the

active construction of knowledge, enact culturally responsive principles, adapt to the specific needs of their students, and assess and respond to student performance.

The School of Education is actively engaged in research, achieving \$12.9 million in externally funded scholarship during the '09 fiscal year. The faculty is engaged in interdisciplinary projects with areas such as nursing, business, human development and family studies, music and public health. The School of Education hosts several affiliated organizations that advance and complement its research, educational, and service activities, such as the SERVE Center <http://www.uncg.edu/soe/newsite/soesite/affiliatedgroups.html>, a university-based research, development, dissemination, evaluation, and technical assistance center, which fosters empowered, information-rich educational systems. The faculty and staff of the School collaborate and partner with professional, academic and community institutions, agencies, associations, departments and groups to address and respond to community, national and international needs. They are both informing and are informed by best practices in research, teaching, and service. The faculty also have a commitment to a student-centered culture of pedagogy and high standards of professional excellence.

The current construction of a 120,000 square foot new School of Education building is evidence of the University's commitment to fostering the continued success of the School. The \$47 million structure, to be occupied in May, 2011, will meet LEED (Leadership in Energy and Environmental Design) standards set by the U.S. Green Building Council. Reflective of the emphasis on preparing students for the 21st Century, teaching and support resources in the new building will include: a teaching resource center, mathematics and science institute, a state-of-the-art sign language lab, a multimedia lab, instructional computer labs, an assistive technology lab, a research support center, and offices for outreach activities. In addition, collaboration spaces, intended to facilitate and encourage student/faculty interaction, will be provided throughout the building.

The Dean of the School of Education provides financial stewardship and innovative and visionary leadership in academic, administrative and professional matters, and in support of all faculty, staff, and students in the School of Education. The Dean reports directly to the Provost and Executive Vice Chancellor and is a member of the Deans Council. The Dean promotes creativity, excellence, and equity in teaching, research and scholarship; supports faculty and staff development and student welfare; identifies opportunities for collaboration and community engagement within and outside of the School; engages in fundraising; enhances student recruitment, outreach, grant getting and alumni relations; fosters a diverse and inclusive climate; and advances the public mission of the University as it relates to the School.

The Dean's chief responsibilities include:

- providing innovative, collaborative and results-oriented leadership in driving the academic vision, creative planning, and strategy for the School and its programs;
- overseeing effective fiscal and personnel management, including the recruitment of highly qualified and diverse students, faculty, and staff;

- working closely with department chairs, and School and University administrators to develop plans, initiatives, and policies that contribute to the immediate and long-term development and improvement of the School, aligned with the University's strategic plan <http://uncgtomorrow.uncg.edu/>;
- providing the strategy and vision to promote an intellectual and collegial climate, and build relationships and increase the stature and visibility of the School nationally and internationally;
- ensuring compliance with all University, state, and national standards for accreditation;
- encouraging faculty development through research and external funding;
- representing the School and University to both internal and external constituencies, including building collaborative partnerships that meet the local, national and international needs;
- strengthening existing interdisciplinary activities and expanding opportunities for interdisciplinary collaborations and community engagement; and
- upholding a tradition of shared faculty and staff governance, maintaining transparency in decision making and accountability process, and strengthening a culture of access and equity in recruiting and retaining students, faculty, and staff.

Qualifications

The University seeks a dynamic, talented person of vision and proven leadership with administrative management, budgetary responsibility, fundraising, and grant-getting experience. This individual must have a full understanding of the complex issues and implications of regional and national policy facing schools of education in a technological, diverse and global society, as well as informed and original views about how schools of education can face those issues. The successful candidate will be able to encourage and inspire a diverse faculty both as individuals and as an academic community with a demonstrated commitment to academic excellence, diversity, equity, and educational opportunity. It is expected that the Dean will have effective communication and public relations skills and be able to forge productive links with the University's academic units and external constituencies. It is preferred that the Dean have experience with state and national standards and accreditation processes related to the School's programs, with technology, and with distance education. The candidate must have an earned doctorate, successful administrative experience in undergraduate and graduate education, a successful record seeking external funding, and demonstrated evidence of distinguished research and teaching. S/he must qualify for tenured appointment as a full professor in an area of specialization offered by the School.

Context

Founded in 1891, The University of North Carolina at Greensboro is one of the three original campuses comprising The University of North Carolina system, with a long-standing commitment to academic excellence in teaching, scholarship, and service. UNCG has been classified by the Carnegie Foundation as a comprehensive doctoral, research university with "high research activity" and in the community engagement classification under Curricular

Engagement and Outreach and Partnerships. The University has a diverse student body, with a fall 2009 enrollment of 17,540, including 14,315 undergraduates and 3,225 graduate students. Undergraduates have a choice of over 100 areas of study from which to select a major leading to one of seven undergraduate degrees. There are 26 doctoral programs, four Master of Fine Arts Degrees, and 59 master's degree programs in a wide variety of majors and concentrations. The University includes the College of Arts and Sciences, Bryan School of Business and Economics, the School of Education, the School of Health and Human Performance, the School of Human Environmental Sciences, the Joint School of Nanoscience and Nanoengineering in collaboration with NC A&T State University, the School of Music, and the School of Nursing.

The University is fortunate to be situated in the beautiful and thriving city of Greensboro, which provides its 259,000 citizens with many outstanding public and private recreation areas and facilities. The city offers opportunities in a variety of visual and performing arts, including a rich diversity of offerings to both participate in and partake of music, community and professional theater, the fine arts, and dance. Historical and education museums add to this richness, including the recently opened International Civic Rights Museum. In addition, a major sports/entertainment coliseum, professional baseball stadium, and an exciting revitalized downtown district are located near UNCG. As part of the Piedmont Triad Region (over 1.5 million people), Greensboro is part of a community built around great natural beauty, diverse industry, pivotal historical events, excellence in education (with 11 colleges and universities), rich cultural arts, and friendly temperatures. North Carolina's mountains are an easy two-hour drive and the Atlantic beaches of the Carolinas are just over three hours away.

UNCG has a strong commitment to serve its highly diverse community. As part of this commitment, UNCG especially welcomes applications from women, under-represented racial/ethnic minority group members, persons with disabilities, members of sexual minority groups, and others who would enrich the University's research, teaching, and mission. UNCG is an Equal Opportunity/Affirmative Action Employer.

Candidates are asked to supply a letter of interest and CV/resume. Screening of applications will begin on May 10, 2010, with the appointment effective on January 1, 2011 (Note: depending on circumstances of appointee, the appointment could be effective prior to or following 1/1/2011)

All correspondence should be directed to the University's executive recruitment consultant:

Martin M. Baker, Vice President
Baker and Associates LLC
10 Glenlake Parkway
South Tower-Suite 140
Atlanta, GA 30328
mbaker@baasearch.com