

A SEARCH FOR THE Dean, College of Education



Southern Connecticut State University for more than 130 years, has been a special and much respected institution of higher learning that began as a 2-year teacher training school in 1893 is now a comprehensive university that is part of the Connecticut State Colleges and University System, offering undergraduate and graduate degrees to more than 8,000 students, including doctoral degrees. As an institution historically committed to social justice, Southern pursues a mission of access and equity and is nationally ranked for its success in promoting social mobility through public education. Southern's extended community is increasingly diverse—in the fall 2023 entering class, 63 percent were students of color, 57 percent were first-generation scholars, and 54 percent were Pell eligible.

For more than 125 years, the College of Education (COE) has produced more teachers, principals, and school administrators than any comparable institution in Connecticut. Its alumni have earned many accolades, notably the 2016 National Teacher of the Year – Jahana Hayes '05; and the 2023 Milken Educator Award—Alyssa Basso, '08, M.S. '13 (one of just five teachers recognized nationwide). Statewide honors from the Connecticut Association of Schools and the Connecticut PTA in 2023/24 have included principals, assistant principals, teachers, and a social worker—from elementary schools through high school.

Today, the COE offers degree and certificate programs in a variety of areas: curriculum & learning, teacher preparation, counseling & supervision, special education, information & library sciences, educational leadership, and policy. The exciting opportunity facing the next Dean is to lead the COE to achieve even greater success, building on the foundation of accomplishments and rich history.



OPPORTUNITIES AND CHALLENGES

The next Dean of the College of Education will have the opportunity to:

1. Support the University's institutional commitment to student success, social justice, scholarship, excellence, community engagement, and other strategic priorities. Ensure ongoing excellence in teaching at all levels while also growing external support (grants, contracts, donations) to support current and evolving new programs.
2. Given the nationwide demand for the effective integration of education and preparation for work, continue to expand and enhance this focus at the COE. Advocate for the COE to play a more influential role in the national dialogue regarding concerns about the relevance of higher education.
3. Provide leadership and vision to the COE Community (faculty, staff, and students) with its significant experience in teaching, research, and service. This includes the Centers of Excellence on Autism Spectrum Disorders and Teaching and Learning.
4. Provide leadership and vision for the COE to continue and enhance its forward-thinking and innovative programs such as *Early College*, *Educator Pathways for Certification*, the *Hamden Transition Academy*, etc. This includes developing other short-term institutes, working groups, and programs focused on practical applications of learning, instruction, educational leadership, and policy.
5. Collaborate with the entire SCSU community and stakeholders to enhance the institution's relationship with local, state, and federal legislators. Continue the ongoing collaboration with Superintendents of Schools statewide.
6. Leverage the extensive network of COE alums to achieve its strategic goals and objectives. As the primary provider of teachers in the State of Connecticut, historically, this network of COE Alumni is spread throughout Connecticut and New England and recognized for high quality and a commitment to education at all levels.
7. Continue advancing the minority teacher incentive program.

OPPORTUNITIES AND CHALLENGES (CONT.)

A number of challenges present themselves at this time. These include the need to:

1. Expand and develop plans to address enrollment challenges at the undergraduate level.
2. Consider and develop new paths to support additional funding and resource challenges needed to support and grow academic offerings, faculty, staff, and students.
3. Address the complex array of learning issues often found in today's student population.
4. Respond to the increased competition from other public and private higher education institutions by offering more innovative, more affordable, market-driven program options.
5. Develop creative approaches to enhance faculty availability for research, service, and other creative endeavors.
6. Address the perception that the COE departments, centers, and programs are siloed and capitalize on available synergies.
7. Grow a deeper sense of community among faculty and staff.
8. Work to continue an effective working relationship with the faculty union.





LEADERSHIP ATTRIBUTES

Southern Connecticut State University's College of Education seeks a new Dean with the following leadership attributes:

STRATEGIC, VISIONARY LEADER

The Dean of the College of Education should be a strategic and visionary leader who will serve as a thought partner with the Provost, Faculty, and Staff. The ideal candidate will assess opportunities, promote and lead innovative and entrepreneurial planning, and leverage College, local community, and state resources.

ADAPTIVE LEADERSHIP STYLE

The ideal candidate can multi-task, communicate effective problem-solving, and promote a greater understanding of change management processes. Their leadership style should reflect a commitment to transparency, authenticity, the ability to listen carefully, and openness to consider the concerns of all College community members. The dean should support and construct avenues for effective participation and facilitate open and authentic communication from faculty, staff, administration, and internal and external stakeholders. They can work effectively with the system office and the college and model best practices for shared outcomes.

POLITICAL ACUMEN AND CIVIC ENGAGEMENT

SCSU seeks a Dean for the College of Education who is eager to learn about the SCSU culture, the region, and the state. The ideal candidate must lead with diplomacy and the ability to navigate politically sensitive issues and understand

the power structures, motivations, and influences at play in the municipal decision-making process. As an advocate for the College, the dean must articulate the implications of these decisions at policymaking and public levels. Applying critical thinking and emotional intelligence in the political domain is vitally important.

PROVEN SUCCESS IN FUNDRAISING

The Dean of the College of Education will have success in private or corporate sector fundraising and partnerships or demonstrated willingness to learn how to be successful in these efforts. It will be critical to build a sustainable institutional framework where members of the College and community can see how they contribute to the college's overall success in support of student success.

SOCIAL JUSTICE ADVOCATE

The Dean of the College of Education will have a demonstrated record for advancing social justice strategies and initiatives in a higher education environment. The successful candidate will be a tactical thinker, data-driven, and able to lead the college in visualizing and implementing strategic priorities aimed at measurable outcomes. The dean should be adept at addressing emerging matters and issues related to social justice and racial justice, as well as the expectations of faculty, staff, administrators, and students across the college.

LEADERSHIP ATTRIBUTES (CONT.)

STUDENT-CENTERED LEADER

The Dean of the College of Education will be a community builder who sees students' education, safety, growth, and well-being as SCSU's utmost priority. The ideal leader will deeply understand the lived experiences of the intergenerational, diverse population of students that SCSU serves.

PARTNERSHIP DEVELOPMENT

The Dean of the College of Education must articulate and promote a robust and innovative vision of the college to the educational, political, business, and civic leaders of the community, the local region, and the state. The next dean should be intuitive, seize the opportunity for collaboration, and expand innovative partnerships locally and globally. The ability to navigate the expectations of internal and external stakeholders to advance mutually beneficial strategies and initiatives will be a critical skill for the next dean. The ideal dean will strengthen existing ties and develop new sustainable partnerships with businesses, industry, local communities, other colleges and universities, K-12 schools, and other entities.

SHARED GOVERNANCE

The Dean of the College of Education should have a track record of creating and maintaining good working relations with faculty, classified staff and students, employee

bargaining units, and governing boards. Understanding and respecting collective bargaining, with a commitment to mutual gains bargaining, coupled with well-developed interpersonal skills that support productive working relationships between and among various constituents, is critical. The dean should articulate the value for and commitment to shared governance and collaborative engagement in decision-making among all key stakeholders.

ACCOUNTABILITY COACH

The Dean of the College of Education will demonstrate an unwavering moral compass, unquestionable integrity, and transparency in decision-making with a clear-eyed response about actions to be taken and accountability. While serving in this highly visible, highly scrutinized role, this senior leader must demonstrate the ability to look at issues from the perspective of multiple constituencies and anticipate public reaction. Articulating the "why" in decision-making should be a hallmark of this leader.

EXCEPTIONAL COMMUNICATOR

The Dean of the College of Education will be an approachable leader who can communicate effectively across multiple constituencies. The ideal candidate will be able to successfully navigate challenging conversations and be an effective spokesperson for the college. The successful leader will possess engaging and persuasive written and verbal communication skills, be an active listener, and possess the skills to facilitate complex group discussions.





LEADERSHIP ATTRIBUTES (CONT.)

STRATEGIC COLLABORATOR AND TEAM BUILDER

The Dean of the College of Education should possess strong organizational and administrative skills. The ideal leader will possess a collaborative, consensus-building leadership style and be able to gain consensus thoughtfully and purposefully. The successful leader should have a proven track record of building high-performing, goal-oriented teams focused on achieving clear, outstanding results. The ideal candidate possesses an even temperament, advanced professional development, and models resiliency and accountability.

SERVANT LEADER

The Dean for the College of Education will command respect and engender the trust of faculty, staff, students, alums, administrators, and the larger SCSU community of stakeholders, both internally and externally. The ideal leader will possess a demonstrated ability to use and provide feedback, to include multiple viewpoints in decision-making, and to be a decisive and diplomatic leader; a strong ability to manage ambiguity and uncertainty while driving clarity; exceptional interpersonal communications and influencing skills; high level of integrity and personal accountability; dynamic, inspirational, and creative; self-motivated, resourceful, resilient, and trustworthy.

ADDITIONAL QUALIFICATIONS

Looking for a successful leader with a record of programmatic assessment and accreditation.

As an Educational Preparation Provider (EPP), Southern's College of Education offers more than 30 degree programs that serve over 2,000 full- and part-time students at the undergraduate, master's, sixth-year, and doctoral levels of study. The College of Education prepares the largest number of education graduates in the state of Connecticut.

The EPP, which is administered by the College of Education, is approved by the Connecticut State Board of Education and accredited by the Council of Accreditation of Educator Preparation (CAEP). The Certification or Licensure programs offered by the Professional Education Unit have been approved by the Connecticut State Board of Education and have additionally been nationally recognized or accredited by their respective national association.

In addition to CAEP, our Information Sciences and Library programs are accredited by the American Libraries Association (ALA). Finally, our clinical programs in counseling are CACREP accredited or under review for accreditation.

The ideal candidate for this position will be responsible for keeping our accreditation with our different governing bodies.

The College of Education also seeks a visionary leader to spearhead the growth of our three centers of excellence. The ideal candidate will possess a proven track record of success in securing external funding, fostering collaborative partnerships, and driving innovation.

The Center of Excellence on Autism Spectrum Disorders serves and supports school-based personnel educating children and youth with an autism spectrum disorder living in Connecticut and beyond. *The Center of Excellence on Autism Spectrum Disorders consists of three divisions: Training, Research, and Direct Services and the Center of Excellence for Teaching and Learning was designed to support educational innovation through research, professional development, policy work, and systemic reform initiatives through collaborations both within and outside of the university.*

The Center of Excellence for Teaching and Learning was established to support educational innovation through research, professional development, policy work, and systemic reform initiatives through collaborations both within and outside of the university.

Our mission is to establish a research and partnership Center that focuses on the creation, advancement, and critical analysis of knowledge as it relates to the science and art of teaching and learning and can be translated to support teaching best practices.



NECESSARY SKILLS

- Oversee a large and comprehensive College of Education with more than 30 degree programs serving over 2,000 full- and part-time students
- Manage programs at the undergraduate, master's, sixth-year, and doctoral levels.
- Provide strategic direction and leadership for the College of Education
- Ensure the College of Education meets the needs of students and the educational community
- Foster a culture of excellence in teaching, scholarship, and service
- Advocate for the College of Education at the university level and beyond
- Recruit, retain, and develop high-quality faculty and staff
- Oversee the College of Education's budget and resources
- Collaborate with other academic units and external partners
- Evidence a successful record of programmatic assessment and accreditation
- Inform decision making through thoughtful data analysis
- Work proactively to foster student enrollment and retention
- Possess a nuanced understanding of P-12 education
- Ability to work effectively with external stakeholders, including school districts, the state dept of education, and lawmakers.
- Spearhead the growth of three centers of excellence: Autism Spectrum Disorders, Teaching and Learning, and Educational Innovation

ACCREDITATION AND ASSESSMENT

The successful Dean will:

- Maintain accreditation with governing bodies, including CAEP, ALA, and CACREP
- Demonstrate a successful record of programmatic assessment and accreditation
- Inform decision-making through thoughtful data analysis
- Ensure compliance with Connecticut State Board of Education standards

QUALIFICATIONS

- Earned doctorate or terminal degree in an education discipline
- Minimum of five years of academic leadership experience in higher education
- Proven track record of success in securing external funding
- Nuanced understanding of P-12 education
- Understanding of organizational culture change dynamics
- Experience with student enrollment and retention strategies



THE APPLICATION PROCESS

Nominations and Applications

HOW TO APPLY:

To apply for the Dean, College of Education position, candidates are requested to submit the following:

- a resume or curriculum vitae;
- a letter of interest that addresses the leadership opportunities in the profile; and
- contact information for five references (to be contacted with candidate's permission at a later date).

Application materials and nominations (MS Word or PDF) should be sent electronically to AGB Search Portal [accessible via this link](#) by **November 20, 2024**, for best consideration. The search will remain open until an appointment is made.

Nominations and expressions of interest in the Dean, College of Education position are encouraged. Please direct them to: SCSU_DeanEducation@agbsearch.com

or to the AGB Search consultants listed below:

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Principal

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Paula Rice

Director/Title IX Coordinator

Office of Diversity & Equity Programs

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