

SEARCH PROFILE:

DEAN OF THE COLLEGE OF EDUCATION



South Carolina

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The University of South Carolina seeks a visionary, strategic, and collaborative leader to bring a forward-looking and innovative approach, informed by diversity, equity, and inclusion, as the next Dean of the College of Education. The college aims to transform the lives of its students and

address urgent challenges confronting public education in South Carolina. The deanship offers an exceptional opportunity to guide the college through a period of expansion, innovation, influence, and accomplishment.



THE UNIVERSITY

Founded in 1801, the University of South Carolina (UofSC) is the flagship institution of the University of South Carolina System - the leading educator for the state, serving more than 52,000 students across eight campuses. It is located in the capital city of Columbia, SC, which boasts a community of approximately 800,000 residents, multiple Fortune 500 companies, and a thriving arts scene.

The University of South Carolina is a globally recognized, high-impact research university committed to a superior student experience and dedicated to innovation in learning, research and community engagement. Founded in 1801, the university offers more than 300 degree programs and is a top-tier Carnegie Foundation research institution. More than 50,000 students are enrolled at one of 20 locations throughout the state, including the research campus in Columbia. With 60 nationally ranked academic programs including top-ranked programs in international business, the nation's best honors college and distinguished programs in engineering, law, medicine, public health and the arts, the university is helping to build healthier, more educated communities in South Carolina and around the world.

More than 35,300 students enrolled at U of SC Columbia in fall 2021, hailing from more than 90 nations. UofSC is one of the oldest public universities in the country and the first state university to be supported continuously by annual state appropriations. It is one of 56 public universities in the US to earn both the top research classification

and the community engagement classification from the Carnegie Foundation for the Advancement of Teaching. In fall 2021, UofSC had a record-breaking number of applicants and welcomed its second largest class in the history of the institution.

The flagship campus includes sixteen colleges and schools with 922 tenured faculty, 270 tenure-track faculty, and 621 professional-track faculty, many of whom have earned significant recognition, placing the university in the top 5% of public universities in the nation for the number of national faculty awards received. UofSC is a Carnegie Tier I Research Institution with research expenditures exceeding \$200 million in 2020 and in 2021, researchers at the university secured 20 sponsored awards of \$1 million or more each. Among the 114 research centers and institutes hosted by UofSC, there are five prestigious centers for research excellence that receive more than \$96 million in federal funding.

UofSC was ranked in the top 3% in the nation for the number of African American graduates by *Diverse Issues in Higher Education* in 2014. It has been cited as providing the nation's best first year experience among public universities (U.S. News) and for being rated a best value public college by *Kiplinger's, Inc.* and *Forbes*. Ranked by the *U.S. Department of Education* in the top 10% for its public university graduation rates, UofSC boasts a six-year graduation rate (2013 cohort) of 77% and a FTFT retention rate of 89% (2018 cohort).

UNIVERSITY MISSION: COLUMBIA CAMPUS

The primary mission of the University of South Carolina is the education of the state's citizens through teaching, research, creative activity, and community engagement. At the heart of its mission lies the university's responsibility to state and society to promote the dissemination of knowledge, cultural enrichment, and an enhanced quality of life.

The University of South Carolina serves a diverse population of students with widely varying backgrounds, career goals, and levels of aspiration. The university offers over 320 degrees at the bachelor's, master's, doctoral, and professional program levels, affording students the most comprehensive array of educational programs in the state. Opportunities for personal and career development are provided to the citizens of South Carolina through outreach and continuing education activities. The university provides additional opportunities for associate degrees through Fort Jackson and through the oversight of regional Palmetto College campuses (Lancaster, Salkehatchie, Sumter, and Union).

Through classroom and laboratory instruction delivered in a variety of face-to-face and distance learning formats and modalities, degree programs are offered in the following areas: arts and sciences; business; education; engineering and computing; hospitality, retail, and sport management; information and communications; law; medicine; music; nursing; pharmacy; public health; and social work. The depth and breadth of its graduate programs distinguishes the University of South Carolina from all other institutions of higher learning in South Carolina.

Recognized by the Carnegie Foundation as a top research and community engaged institution, nationally ranked in start-up businesses, and conferring over 30% of all bachelor's and graduate degrees awarded at public institutions in South Carolina, the university has a profound relevance, reach, and impact on the people of the state. The University of South Carolina works to provide all students with the highest-quality education, including the knowledge, skills, and values necessary for success and responsible citizenship in a complex and changing world through engagement in nationally and internationally ranked research, scholarship, community outreach, and artistic creation.





COMMITMENT TO DIVERSITY

At the University of South Carolina, we strive to cultivate an inclusive environment that is open, welcoming, and supportive of individuals of all backgrounds. We recognize diversity in our workforce is essential to providing academic excellence and critical to our sustainability. The University

is committed to eliminating barriers created by institutional discrimination through accountability and continuous process improvement. We celebrate the diverse voices, perspectives, and experiences of our employees.

STRATEGIC PLAN AND PRIORITIES

The University of South Carolina is one of the fastest-growing flagship universities in the nation with cutting-edge research initiatives to highly personal student services, and top-ranked academic programs to top-ranked athletics teams. UofSC recognizes the value of being agile during times of change and is

committed to properly serving its students, community and state well into the future. The current strategic plan was created to identify priorities that will propel the University of South Carolina to future successes. See [University of South Carolina Strategic Plan](#).

THE COLLEGE OF EDUCATION

A vibrant educational community, the College of Education (COE) is a state and national leader in providing comprehensive preparation for teachers, counselors, education administrators, researchers, and policymakers. The College offers 4 undergraduate, 17 masters, 9 doctoral, 2 educational specialists, and 4 certificate of graduate study programs.

The College of Education is a dynamic, nurturing learning community that supports the growth of aspiring and practicing educators. Through purposeful interaction among faculty and students, the College emphasizes the active construction and application of knowledge, skills, and dispositions to promote educational excellence, equity, and opportunity in the 21st century. COE honors its responsibility to contribute to the high achievement of all learners and the development of an educated populace. Pursuant to this responsibility, COE is committed to developing and sharing expertise and leadership as well as offering a forum for education dialogue and advancement. This commitment entails:

- Bridging the gaps between theory, research, and practice to promote excellence in teaching and learning within and across educational contexts.
- Conducting principled, free inquiry from diverse perspectives that promotes quantitative and qualitative scholarship to advance knowledge and educational practice.
- Partnering with government agencies; P-12 educators, schools, and districts; families; professional organizations; and other institutions of higher education; and
- Preparing educators to have a sincere understanding and appreciation of diversity as we challenge ourselves and others to work for social justice.

With an annual operating budget of approximately \$31 million in unrestricted funding and \$15 million in restricted funding (which is contracts/grants), the College of Education is home to more than 75 tenure track faculty members and offers undergraduate, graduate and certificate program education to over 700 undergraduate students and over 1,300 graduate students.

PROGRAM RANKINGS



Academic programs that were nationally ranked or received external recognition during the 2020-21 Academic Year:

- In 2020, ShanghaiRanking.com's Global Ranking of Sport Science Schools and Departments ranked UofSC's Department of Physical Education #1 in the country and #13 in the world.
- The Best Schools 2020 #6 of Top 30 Online M.Ed. Programs; this ranking includes our M.Ed. in Teaching, M.Ed. in Administration, and M.Ed. in Educational Technology.
- 2020 BestColleges.com Best Online and Campus Colleges #6 in South Carolina, Online Master's in Education #20; this ranking includes our M.Ed. in Teaching, M.Ed. in Administration, and M.Ed. in Educational Technology.
- 2021 U.S. News and World Reports Best Online Master's in Education Programs Rank #23; this ranking includes our M.Ed. in Teaching, M.Ed. in Administration, and M.Ed. in Educational Technology.
- 2021 U.S. News and World Reports Best Online Master's in Curriculum & Instruction Programs Rank #26; this ranking includes our M.Ed. in Teaching.
- 2021 U.S. News and World Reports Best Graduate Schools of Education Rank #78; this ranking includes all programs culminating in a certificate, M.Ed., MAT, Ed.S., Ed.D. or Ph.D.



THE COLLEGE OF EDUCATION (CONT.)

AT A GLANCE

<p>706 Undergraduate Students</p> <p>1,374 Graduate Students</p>	 <p>Degrees Awarded 237 Bachelor's 273 Master's 99 Doctorates 24 Certificates 29 Specialists</p>	<p>234 Faculty Members</p>
<p>650 average hours an undergraduate student spends in public school classrooms</p>	<p>14:1 Student to Faculty Ratio</p>	 <p>60 Programs</p>
<p>100% Licensure Programs Accredited by CAEP</p>	<p>100% Licensure Programs SPA or State Recognized</p>	<p>121 Publications Generated by Ph.D. Candidates</p>

PARTNERSHIPS

The College is deeply committed to community engagement, community-based research, scholarship, outreach, and service including activities at the local, state, regional national and international levels. The work of the College in promoting and maintaining partnerships is therefore critical to our mission and vital to our success as College of Education.

The College boasts the longest standing and largest Professional Development Schools (PDS) network in the United States, including 23 elementary, middle, and high schools, and two professional development district-level partnerships. In 2019, the PDS Network at UofSC was honored with the national Exemplary Achievement Award by the National Association of Professional Development Schools.

The College's partnerships extend well beyond the PDS network, including collaborations across the state. Most recently, the College was approved by the State Board of Education as the state's first comprehensive alternative preparation provider, supporting rural communities across the state. The Carolina Collaborative for Alternative Preparation, or CarolinaCAP, is a non-degree pathway leading to full licensure for teacher candidates. It is a collaboration among South Carolina school districts, the University of South Carolina, and the Center for Teaching Quality with the goal to create a high-quality alternative pathway into teaching that marries the expertise of local teachers, schools, and districts with non-profits, data collection partners, and institutions of higher education.

THE COLLEGE OF EDUCATION (CONT.)

Another identity marker in the College of Education is the Carolina Teacher Induction Program. Known as CarolinaTIP, the Program is a collaboration between the University of South Carolina's College of Education and school districts across South Carolina. This three-year program helps new teachers make the transition from learning how to teach to teaching and leading in classrooms of their own. The program provides support to novice teachers through CarolinaTIP Teacher Sessions, personalized coaching, and a community of novice educators. Through completion of the program and with the guidance of Carolina Coaches, participating teachers are able to increase their self-efficacy and build a solid professional foundation.

CarolinaTIP is designed to be a bridge between teacher preparation and the classroom, providing support in clinical application of pedagogical theory to the novice teacher with the purpose of positively impacting teacher retention. The university-based induction program provides support that is strategically aligned with the stages of new teacher development; and aimed at meeting the evolving needs of first-, second-, and third-year teachers.

CarolinaTIP approaches support from a holistic stance with the aim of growing the comprehensive capacity of new teachers utilizing responsive support, goals-based coaching, and leadership development. The goal of the program is to help novice teachers develop the tools and capacity needed to persevere and thrive in the profession and meet the needs of South Carolina's students.

Through CarolinaCrED, the College demonstrates its commitment to enhancing personalized, professional learning in SC. CarolinaCrED Core offers flat rate contract courses and customized degree programs for SC educators while mCrED hosts a robust micro-credentials library created for SC leaders and learners by SC leaders and learners.

Foundational to all of the above partnership innovations and to the many others not mentioned is SC-TEACHER or The South Carolina Teacher Education Advancement Consortium Through Higher Education Research. The purpose of SC-TEACHER is to understand, through comprehensive research, the impact of teacher recruitment, preparation, and retention policies and practices on teacher effectiveness in South Carolina. By understanding

the impact of current practices, the College leads the state in implementing best practice in the areas of recruitment, preparation, and retention.

Part of the South Carolina School Improvement Council at the University of South Carolina's College of Education, the Carolina Family Engagement Center works to enhance student achievement, foster school improvement, and to build the capacity of all stakeholders to develop effective partnerships through stronger family engagement. The Center is focused primarily on aiding underserved students and their families (low income, English learners, those with disabilities, those in foster care, migrants, homeless, and marginalized communities).



THE COLLEGE OF EDUCATION (CONT.)

MISSION STATEMENT

The College of Education is a dynamic, nurturing, learning community that supports the growth of aspiring and practicing educators. The College, through purposeful interaction among faculty and students, emphasizes the active construction and application of knowledge, skills, and dispositions to promote educational excellence, equity, and opportunity in the 21st Century. We honor our responsibility to contribute to the high achievement of all learners and the development of an educated populous. Pursuant to this responsibility, we are committed to developing and sharing our expertise and leadership as well as offering a forum for educational dialogue and advancement.

VISION STATEMENT

The College of Education will distinguish itself as a state and national leader in its efforts to be responsive, engaged, and collaborative in addressing the needs of its students, professions and community. These characteristics will be the hallmarks of the College's teaching and learning activities, research mission, and service obligations, as it achieves excellence through focused involvement.

VALUES

As the flagship university of the state, the University of South Carolina has a responsibility to produce not only knowledgeable and practiced teachers, counselors, and administrators, but educators who can work effectively with a broad range of stakeholders to lead the drive for excellence, equity, and opportunity for all students in South Carolina in the 21st century. The central role of collaboration in the preparation of educators and our high expectations for their role in leading educational excellence is reflected in our initial program's conceptual framework, Collaborative Educational Leaders. For advanced program candidates, the element of advocacy is added to reflect the important role of experienced educators in operating beyond their immediate sphere of influence to support innovation and change to meet the needs of students, the profession, the community, and the greater society. This is expressed in the advanced programs conceptual framework title, Collaborative Educational Leaders & Advocates.





LEADERSHIP POSITION

Appointed by the president and reporting to the provost, the Dean will be an experienced and collaborative leader, committed to expanding the impact of the College of Education at the state and national levels. The position calls for a person with proven leadership and imagination who can help to build the research enterprise of the college, strengthen collaborative partnerships with the South Carolina educational, policy, and industrial communities, and expand cross-college engagement to best prepare teachers for the current and future educational landscape. The Dean will also enhance relationships with existing philanthropic donors and attract new funders for additional resources for the college. The Dean must embrace the importance of working with the state legislature and educational leaders to advance the College's commitment to advancing the quality of public education in South Carolina.

Reporting directly to the Provost and sitting on the Council of Academic Deans, the Dean of the College of Education is the chief administrator of the College and oversees over 230 faculty members and 118 staff. The Dean will supervise the College's budget; lead the recruitment and retention of faculty and professional staff; advance diversity, equity, and inclusion; and serve as the chief advocate and fundraiser for the College.

Additionally, this is an exciting time to join the UofSC, as the Dean of the College of Education would be part of a large cohort of new senior leadership, including a new provost and several academic deans.

Candidates should have outstanding records of leadership and management in complex institutions. An

earned doctorate and a record of university teaching, scholarly and creative activity that merits appointment to the rank of tenured full professor in an academic program in the College is required. All candidates must have experience effecting change; knowledge of education research, practice, and policy; an entrepreneurial instinct; an inclination to be welcoming and inclusive; and a capacity to nurture local, regional, and national networks and relationships.

LEADERSHIP AGENDA

The new Dean will be able to build on and leverage the many assets of the college. To achieve this goal, the Dean will address several key opportunities and challenges articulated within the [College's Strategic Plan](#):

Goal 1 - Improve the overall brand and reputation of the College.

Goal 2 - Promote a college culture that supports cultural inclusion and equity for personnel, students, curriculum, pedagogy, and partnerships.

Goal 3 - Assess, simplify, and modernize the academic preparation process to improve the student experience and operate efficiently.

Goal 4 - Foster a culture of research excellence among faculty and students within the College.

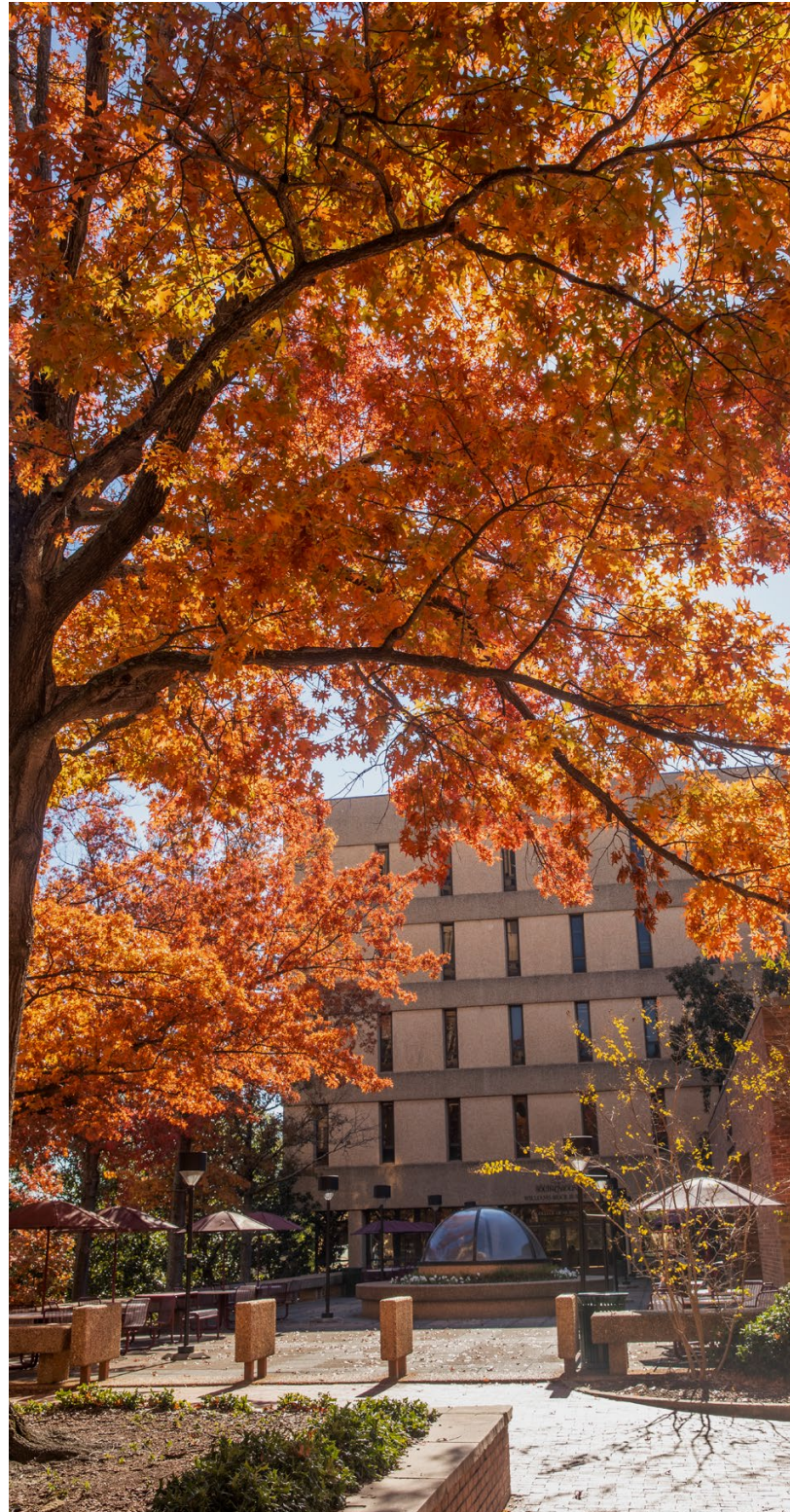
Goal 5 - The College will be the state leader among colleges of education in utilizing technology to improve instruction, research, and operational functions.

LEADERSHIP POSITION (CONT.)

The first reason most faculty or staff give for choosing to work at the University of South Carolina COE is the sense of community within the college. The Dean will demonstrate a spirit of innovation, a participatory leadership philosophy, and a deep commitment to the mission of the university. The college prides itself on an ethos of inclusion where faculty and staff consider each other to be family. The next Dean will be open to input about the future of the college by providing avenues for faculty and staff to participate in its planning and shared governance.

In addition to leading strategic planning efforts, the new Dean will need to address the following priorities:

- Deepen and expand the College's commitment to diversity, equity and inclusion.
- In concert with faculty and staff and informed by the on-going work of the COE Organizational Review Committee, the Dean will identify ways to improve the efficiency, effectiveness, and distribution of resources within the College.
- Working with the faculty and Provost, identify specific strategies to strike the appropriate balance between the College's multiple commitments to scholarly research, community engagement, community-based research, outreach, and service.
- Manage the fiscal resources of the College to eliminate existing deficits and realign programmatic priorities and financial resources.
- Develop a plan to improve the physical facilities and technological infrastructure of the College.
- Cultivate and expand the College's relationship with state legislators, state agencies and organizations, donors, partners, and key stakeholders within the pre-K and K-12 educational communities.



QUALIFICATIONS

The position calls for a person with proven leadership and imagination who can help to build the research enterprise of the college, address enrollment challenges, strengthen the collaborative engagement with the South Carolina education community, expand cross-college partnerships, and most importantly, prepare exceptional teachers to work in South Carolina. The successful candidate for this position will have a strong understanding of the issues facing public education from pre-k through graduate education.

The Dean is expected to be a transformational and collaborative leader who acts with integrity and possesses the ability to communicate with diverse constituents, fosters collegiality and clarity in the decision-making process, and provides strong leadership to advance the College's commitment to equity, diversity, and inclusive excellence. For the faculty, staff, and students the new Dean will be an intellectual leader who inspires others to embrace scholarly inquiry and learning and possesses a passion for education as a cornerstone for advancing the public good and social justice.

REQUIRED QUALIFICATIONS

- An earned doctorate and a record of university teaching, scholarly and creative activity that merits appointment to the rank of tenured full professor in an academic program in the College

PREFERRED QUALIFICATIONS

- A record of university teaching, scholarly and creative activity that satisfies eligibility of appointment to the rank of tenured full professor in an academic program in the College.
- A minimum of 5 years of administrative leadership experience in positions of increasing responsibility in colleges or departments of education or related fields.
- Demonstrated success in administrative leadership and rising levels of responsibility at the level of chair or above, including management of fiscal and personnel resources; recruitment, evaluation, and retention of a well-qualified faculty and staff; and academic programs evaluation and review.
- Strong administrative and organizational skills, with the ability to manage complexity and balance competing priorities, multiple constituencies, and numerous responsibilities simultaneously, with a commitment to data-informed decision making and accountability.

- Demonstrated effectiveness in supporting innovative programs and initiatives, including digital learning and the use of technology across the curriculum.
- Experience with supporting high-caliber scholars across a range of methodologies and theoretical framings, including support for obtaining grant funding and administration.
- Demonstrated experience of successful activities to foster diversity, equity, and inclusive environment for students, faculty members, and staff members.
- Experience and evidence of successful engagements to promote diversity equity and inclusion in pre-K, K-12, and post high schools and/or communities, including teacher education and professional development.
- Fluency in the current and emerging topics in higher education, particularly those that are relevant to educational leadership and public education.
- Fundraising capability with demonstrated success in and enthusiasm for soliciting financial support from alumni, foundations, and the broader community.
- Strong written, oral, and interpersonal skills; the ability to communicate the college's needs, plans, and programs effectively with various constituencies, including university administration, state and federal agencies, and leaders in the community.
- Demonstrated commitment and ability to work with diverse stakeholders, including local and statewide school districts and communities.
- Experience managing large budgets with transparency and in compliance with college, university, system, and state fiscal practices. Experience with RCM budget models is highly desired.
- Familiarity with professional accreditation expectations and processes.
- Demonstrated personal and professional qualities of integrity, honesty, open mindedness, forthrightness, and resiliency
- The ability to demonstrate grace under pressure and to inspire others to act with dignity and respect.



APPLICATION PROCEDURES

This search is assisted by **Academic Search**. Applications should consist of:

1. a detailed cover letter addressing the expectations of the position.
2. a current curriculum vitae (CV); and
3. a list of five professional references with contact information and a brief description explaining the working relationship of each to the applicant.

References will not be contacted without the explicit permission of the candidate. All documents should be submitted in PDF format.

Nominations and applications should be sent to USCDeanEducation@academicsearch.org. The position is open until filled but **only applications received by July 8, 2022, can be assured full consideration.**

Assisting the University of South Carolina with this search is Senior Consultant Cynthia M. Patterson, cynthiapatterson@academicsearch.org. Nominators and prospective applicants may reach out directly to arrange a confidential discussion about this opportunity.

The University of South Carolina does not discriminate in educational or employment opportunities on the basis of race, sex, gender, gender identity, transgender status, age, color, religion, national origin, disability, sexual orientation, genetics, protected veteran status, pregnancy, childbirth, or related medical conditions.

ABOUT ACADEMIC SEARCH

Academic Search is assisting the University of South Carolina in this work. For more than four decades, Academic Search has offered executive search services to higher education institutions, associations, and related organizations. Academic Search was founded by higher education leaders on the principle that we provide the most value to partner institutions by combining best practices with our deep knowledge and experience. Our mission today is to enhance institutional capacity by providing outstanding executive recruitment services, executive coaching, and transition support, in partnership with our parent organization, the American Academic Leadership Institute. For more information, visit www.academicsearch.org.



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