



PennState

Position Specification

The Pennsylvania State University

Dean, College of Education

The Pennsylvania State University invites applications and nominations for the position of Dean of the College of Education. Reporting directly to the Executive Vice President and Provost of the University, the Dean serves as the principal academic and administrative officer of the College and leads faculty and staff who are committed to providing extraordinary education, conducting research with impact, and fostering a community with distinction.

THE PENNSYLVANIA STATE UNIVERSITY

Founded in 1855, The Pennsylvania State University (Penn State) is one of the premier research universities in the world and a driver of economic growth and prosperity for the Commonwealth of Pennsylvania. Headed by Penn State's 18th President, Eric J. Barron, and its Executive Vice President and Provost, Nicholas P. Jones, the University embraces its tripartite mission of teaching, research, and service as U.S. higher education continues to evolve.

With 24 campuses throughout Pennsylvania, Penn State is the Commonwealth's only land-grant institution and represents a strong economic engine across the state. Penn State's research and development expenditures have increased steadily over the past decade, contributing to the state's economy through innovation and technology transfer. Federal dollars for research and development have increased substantially over the past 10 years. Likewise, private sector-sponsored research continues to trend upward.

Granted the highest rating for research universities by the Carnegie Foundation, Penn State prepares students to be leaders with a global perspective. With more than 6,400 full-time faculty and more than 160 baccalaureate degree programs, Penn State is a comprehensive academic institution with a \$6.5 billion annual operating budget. It enrolls approximately 98,000 students in one University on 24 campuses and online. At the University Park campus, degree programs are administered in 12 colleges: Agricultural Sciences, Arts and Architecture, Business, Communications, Earth and Mineral Sciences, Education, Engineering, Health and Human Development, Information Sciences and Technology, the Liberal Arts, Nursing, and Science.

You can read Penn State's university-wide strategic plan at <https://strategicplan.psu.edu/>

THE COLLEGE OF EDUCATION

Founded in 1923, the Penn State College of Education serves students at its University Park campus, at several of its campuses throughout Pennsylvania, and through the [World Campus](#) online. This unique structure is at the heart of one of the University's foundational concepts, enabling access to education, and setting the College apart from education colleges at other universities. It enables Pennsylvania students to start at a Penn State campus close to home and finish in the College of Education at Penn State University Park, making a Penn State College of Education degree more accessible financially. With over 57,000 alumni, the College of Education plays an important role in educating and preparing professionals globally and addressing the needs of students and communities locally, regionally, nationally, and around the world.

Mission

The mission of the College of Education at Penn State is to deepen and extend knowledge about the formation and utilization of human capabilities. This broad mission permits the College to focus on teaching and learning in many different content areas and with learners of many different ages, ranging from early childhood to adults. Interest in the utilization of human capabilities connects with fields such as rehabilitation and human services and workforce education and development.

Vision

The vision of the College of Education is to be a world leader in the integration of (a) teaching and learning, (b) advancement of the knowledge base through research and scholarship, and (c) leadership in service and outreach. Further, the College will be a world leader in preparing professionals who provide leadership and exemplary educational and related services to improve the lives of individuals in a changing and complex global society.

Goals

The College of Education helps prepare professionals recognized for the quality and significance of their teaching, research, scholarship, service, outreach, and leadership. The College provides widely recognized leadership in the improvement of teaching, learning, and the assessment of educational outcomes across the lifespan through research, scholarship, and technology. The College of Education embraces the [Penn State Conceptual Framework for Educator Preparation](#). The College strives to enhance the commitment of faculty, staff, and students to the centrality of diversity, social justice, and democratic citizenship. Leadership is provided in the development of collaborative, professional relationships with schools, organizations, and other institutions focused on the improvement of education in schools, communities, and workplace settings. A caring, supportive climate is sustained throughout the College. Moreover, enhancing the effective and efficient management of the College is an ongoing goal.

Leadership

Since 1999, Dr. David Monk has served as Dean of the College of Education and Professor of Educational Administration at Penn State. He has announced his decision to step down as dean, return to his home department of Education Policy Studies, and pursue a phased retirement as a faculty member.

Accreditation

The College of Education has been accredited since 1965 by the NCATE, as well as by APA, CACREP, CORE, AMLE, CEC, ELCC, and NAEYC. The CAEP Accreditation and Program Review visit will take place in March of 2019. Detailed information about the College compiled for the review may be found on the [College website](#).

Rankings

The College of Education has a well-deserved global reputation of excellence in instruction and research, boasting several programs ranked by *U.S. News & World Report* in the top 10 in the nation, including Vocational/Technical Education (#2), Higher Education Administration (#4), Student Counseling and Personnel Services (#5), and Administration and Supervision (#9).

Research

The College of Education faculty, as part of a leading research institution, engage in the highest levels of research in their fields. This includes cross and interdisciplinary research spanning the sciences, humanities, and professions. This highly interdisciplinary research is supported by several external government and private foundations, including the National Science Foundation, the United States Department of Education, the Centers for Disease Control and Prevention, the National Institutes of Health, and the Spencer Foundation. Such work is fostered by research centers housed in the College of Education that draw faculty support from throughout the university. These centers aggregate expertise around important societal issues such as civil rights, educational disparities, rural schools, family literacy, higher education, and science learning.

Overview

Through in-residence, blended, and World Campus online offerings, the College enrolls 1,865 undergraduate and 1,758 graduate students. The College comprises the Departments of Curriculum and Instruction; Education Policy Studies; Educational Psychology, Counseling, and Special Education; and Learning and Performance Systems, which collectively offer 8 undergraduate, 27 master's, and 18 doctoral degree programs, as well as 12 professional certification programs. A variety of programs are offered at [Commonwealth Campuses](#) and hold CAEP Accreditation.

The College has an endowment of \$52 million with 307 defined funds. The operating budget for the College is approximately \$50 million, with the World Campus generating additional income. In fiscal year 2017-2018, College of Education faculty members were involved in over \$20 million in sponsored research projects.

Faculty and Staff

The faculty includes 116 tenure-line and 79 fixed-term full-time faculty at all Penn State locations, including the World Campus. The College faculty are engaged in cutting-edge research and committed to preparing future teachers, counselors, psychologists, administrators, therapists, university faculty, research methodologists and scientists, instructional designers, policy analysts, and leaders in the corporate, government, community, religious, and non-profit sectors. In 2017-18, the College had more than \$12 million in research expenditures. The distinguished faculty includes 19 Fulbright Fellows in the past 7 years. Faculty members serve as members of numerous private and government panels, governing boards for state and national organizations, and editorial boards for major journals — one of many criteria for

national rankings. Editorial responsibilities for more than 30 major journals in education include the *Review of Educational Research*; *Adult Education Quarterly*; *American Journal of Education*; *Augmentative and Alternative Communication*; *The Career Development Quarterly*; and *Journal of Research in Rural Education*.

The College has named and endowed chairs, including the [Wayne K. and Anita Woolfolk Hoy Professorship in Education](#) (Educational Leadership); [Harry Lawrence Batschelet II Chair of Educational Administration](#); [Henry J. Hermanowicz Professor of Teacher Education](#); [Kahn Endowed Professorship in STEM Education](#); [Harry and Marion Royer Eberly Faculty Fellowship in Education](#); and [Kenneth B. Waterbury Chaired Professor in Secondary Education](#).

The College is supported by 84 full-time staff members who are distinguished by their dedication and loyalty to Penn State, the College of Education, its mission, and its students, and who find intrinsic value in their work. Together with the faculty, the highly committed staff members drive the whole learning and research experience.

Academic Departments

The College consists of four academic departments:

Curriculum and Instruction

[Curriculum and Instruction](#) (C&I) faculty work within multiple paradigms and perspectives. Graduate faculty organize within 8 emphasis areas: Curriculum and Supervision; Early Childhood Education; Literacy and English Language Arts; Language, Culture, and Society; Mathematics Education; Science Education; Second Language Education; and Social Studies Education. Faculty are involved in projects with funding from the National Science Foundation, Institute of Educational Sciences, and private foundations totaling \$8 million.

Serving 754 students, C&I has 34 tenure-track faculty members, 23 full-time fixed-term faculty members, 8 full-time staff members, and more than 50 graduate assistants. C&I houses four undergraduate majors across a dozen teacher certification programs; two certificate programs; and M.Ed., M.S., and Ph.D. programs. Students pursue interdisciplinary scholarship such as the proposed Social Justice in Education minor. Residential and recently expanded World Campus programs prepare educators and professionals including and beyond teachers and teacher educators.

Students and faculty work in K-12 classrooms, college classrooms, museums, gardens, prisons, and community centers. C&I has four recently renovated spaces with technology and [designs](#) that support innovation in [instruction](#) and [research](#) and leverage [donor support](#). Strong partnerships include the [Learning Sciences initiative](#) in the College, the national [award-winning Professional Development School](#) collaboration with the local school district, the [DC Social Justice Fellowship](#) in junction with Georgetown Law School and DC public schools, the [Penn State Secondary Mathematics Noyce Scholarship program](#) with schools in rural central Pennsylvania and urban Pittsburgh, the [Science 20/20 project](#) with a Hazelton (PA) community center, and the [Ecuador Immersion Experience](#) for the ESL certificate program with universities and others in South America.

Education Policy Studies

[Education Policy Studies](#) (EPS) consists of highly ranked graduate programs in [Higher Education](#), [Educational Theory and Policy](#), and [Educational Leadership](#), and an undergraduate program in [Education and Public Policy](#). It hosts an interdepartmental faculty that offers a dual-title degree program in [Comparative and International Education](#) and a joint degree program between Penn State Law (J.D.) and the doctoral and master's programs in Higher Education and Educational Leadership.

EPS serves approximately 450 full- and part-time bachelor's, master's, doctoral, and post-baccalaureate certification students, including robust enrollments in online programs in Higher Education and Educational Leadership. EPS has 32 full-time faculty, 26 tenure-line and six fixed-term and about 20 part-time faculty who teach and advise students in residential and online programs. The faculty are nationally and internationally recognized with diverse interests and vibrant research portfolios encompassing educational policy, assessment and evaluation, history, economics and finance, leadership and governance, sociology, law, equity, rural communities, and comparative and international education.

A third of the doctoral students are fully funded with tuition and stipends to work with faculty on various projects. EPS is home to [several prominent centers](#), including the [Center for the Study of Higher Education](#), the [Center for Educational Disparities Research](#), and the [Center for Education and Civil Rights](#). We provide certification for students wishing to be teacher leaders, principals, and superintendents. Alumni also serve as faculty and administrators in universities in the United States and abroad, and they work at state, national, and international governmental and non-governmental agencies and research institutes.

Educational Psychology, Counseling, and Special Education

The Department of Educational Psychology, Counseling, and Special Education (EPCSE) generates and applies research, theory, and practice to improve individual, school, and community outcomes, and to reduce disparities among diverse populations across the Commonwealth of PA, the nation, and globally. Faculty strive to maximize learner success and human potential across the lifespan, particularly for those who face adverse conditions. As a group, EPCSE is committed to providing high quality education programs; conducting high impact, interdisciplinary research across behavioral, academic, and social domains; serving as a source of methodological and statistical expertise for the College; and fostering a departmental climate that is welcoming and inclusive of diverse individuals. EPCSE is located in the CEDAR building, which also houses the Edwin Herr Clinic. The Herr Clinic serves as a hub for training and research activities, and also provides mental health services to Penn State students, as well as the local community. As part of a recent strategic planning process, EPCSE identified three themes that serve as research focal points, as well as platforms for collaboration: Pursuing Excellence in Prevention and Intervention Sciences, Furthering Learning Sciences, and Enhancing Teaching for the 21st Century.

EPCSE serves 200 undergraduate and nearly 500 graduate students, including robust enrollments in online programs through the World Campus. There are currently 33 tenure track and 13 fixed-term (full time) faculty in five programs within EPCSE: *Counseling* (U.S. News rank – 5), *Educational Psychology* (U.S. News rank – 13), *Rehabilitation* (U.S. News rank – 6), *School Psychology*, and *Special Education* (U.S. News rank – 11).

[Learning and Performance Systems](#)

The [Department of Learning and Performance Systems](#) (LPS) primarily serves graduate students in three graduate academic programs: [Lifelong Learning and Adult Education](#); [Learning, Design, and Technology](#); and [Workforce Education](#). LPS has 23 full-time faculty, 19 academic tenure-track and 4 full-time fixed term. Each program has residential doctoral programs serving about 200 students and a mainly online professional master's degree delivered via the World Campus serving about 400 students. The WFED program also delivers a state-funded undergraduate teacher certification in Career and Technical Education.

LPS graduates work in schools, corporations, state and local government, non-profit organizations, and some have formed and now lead their own companies. CTE graduates are teachers and administrators in technical high schools in the state.

These three program faculties conduct research across a wide spectrum of philosophies, theories, and research methodologies applied at different scales of measurement, for example from micro-second fMRI and eye-tracking neurocognitive methods, to classroom-based socio-cultural qualitative investigations, to long-term cultural studies utilizing anthropological approaches, to organizational and policy-level issues utilizing surveys and interview approaches.

Two current LPS assistant professors are awarded a National Academy of Education (NAEd)/Spencer Postdoctoral Fellowship for early-career scholars (highly competitive, only 30 awards per year).

LPS faculty affiliations and initiatives include four Centers/Institutes including the [College-wide Learning Sciences initiative](#), the [American Center for the Study of Distance Education](#), the [Goodling Institute for Research in Family Literacy](#), the [Institute for the Study of Adult Literacy](#), and the [Professional Personnel Development Center for Career and Technical Education](#). *The American Journal of Distance Education* is also aligned with the Lifelong Learning and Adult Education program.

[Research Centers](#)

The College hosts numerous [research centers and clinics](#) supporting a wide range of activities in support of its mission. The College has created two new research centers dedicated to improving educational opportunities for all students, the [Center for Education and Civil Rights](#) and the [Center for Educational Disparities Research](#). The centers support research and policy recommendations for improving educational experiences of underserved students. These research centers join the [CEDAR Clinic](#), [Center for Science and the Schools](#), [Center for the Study of Leadership and Ethics](#), [Center on Rural Education and Communities](#), [Krause Innovation Studio](#), [Professional Personnel Development Center for Career and Technical Education](#), [Center for Evaluation and Education Policy Analysis](#), [Center for the Study of Higher Education](#), [Center for the Study of Leadership in American Indian Education](#), [Goodling Institute for Research in Family Literacy](#), [The American Center for the Study of Distance Education](#), [Institute for the Study of Adult Literacy](#), and the [Pennsylvania School Study Council](#).

KEY RESPONSIBILITIES

The Dean serves as the chief academic and administrative officer for the College of Education and reports to the Executive Vice President and Provost of the University, Nicholas P. Jones.

The Dean will provide insightful leadership to further develop the reputation of the College both locally and globally through collaboration and cross-disciplinary communication among the faculty and students of all units. The Dean will foster the values of the College and its deep commitment and belief that all human beings can learn and that the College has a responsibility for alleviating whatever impediments or barriers might interfere with a particular learner's ability to make progress. The Dean will also affirm the commitment to the reduction of disparities in the delivery of education.

The Dean will take a leading role in building alumni relationships and represent the College in the University-wide \$1.6 billion campaign, [A Greater Penn State for 21st Century Excellence](#). The campaign has raised more than \$840 million to date. The College of Education has a goal of \$17.5 million and currently has commitments of over \$14 million. Moreover, the Dean will foster expectations for high- impact scholarship, research and creative work, effective undergraduate, graduate and professional education, service to the local and state community, and valuable collaborations with other units at the University.

In addition, the Dean will:

- Provide intellectual leadership by inspiring faculty, students, staff, donor partners, alumni and professional colleagues;
- Serve as the chief communicator and advocate for the College's faculty, staff, and students, bringing a heightened level of visibility;
- Judiciously advocate for the College internally and engage with a highly collaborative group of University deans;
- Ensure that the University continues to serve its students with academic programs of the highest quality and effectiveness, promoting excellence and diversity in undergraduate and graduate degree programs;
- Commit to recruiting, developing and retaining a diverse and high-quality faculty and staff;
- Lead and encourage forward thinking, opportunities for research, community outreach, and new funding sources;
- Facilitate the needs of students, faculty, and staff through earnest listening and collaborative processes; and
- Be a visible and approachable leader.

THE OPPORTUNITY

As described in the 2014-2019 [College of Education strategic plan and feedback reports](#), the Dean and members of the College community will continue to advance their strategic initiatives, which include working closely with the World Campus to develop new programs of study; developing strategic partnerships, enhancing student recruitment and retention efforts; advancing the use of technology and other forms of innovation; increasing outreach to and connectivity with alumni; increasing the role of the College of Education in the general education; and building the web presence of the College.

The opportunity to serve as the next Dean of the College of Education offers challenges and opportunities.

Strategic Planning: As the University and College near the end of their current strategic planning cycles, the Dean and College community will have the opportunity to identify and develop strategies to achieve greater levels of success. In a rapidly changing world, it will be important to promote greater collaboration between faculty and programs, expand program offerings through a variety of modalities, including the World Campus, and continue the integration of digital technology in teaching and learning.

Communication. The College's relative size and diversity of programs have always been strengths, both internally and externally. In addressing new issues as well as old, the Dean must continue to play an active, engaged, and transparent role with the faculty, staff and students within the College. The Dean will need to successfully represent the entire College, while working cooperatively to advocate for the College with other deans and university administrators. The Dean must also network successfully with outside constituencies, including school districts, legislators, and national policy advisors, as well as faculty and administrators across the University to strengthen the campus-wide partnerships.

Expanded Goals. In addition to sustaining mission- and values-based strategic planning, the College of Education must expand its involvement in addressing critical local, state, national, and global needs. Important initiatives may include increasing partnerships with local schools and agencies to address student/client needs through evidence-based approaches, exploring and strengthening alternative delivery forums for certification and degree programs, promoting a national visibility for equity-minded pedagogy, and enhancing the globalization of the College of Education's research and practitioner programs. The Dean will need to bring a demonstrated transformative vision to lead this process.

Recruitment and Retention Emphasizing Inclusion. Diversity and inclusion are valued and need to be further strengthened in all dimensions, including areas such as gender, disability, and economic background. To achieve these expanded goals, the College of Education and its Dean must play a key role in continuing efforts to attract, enroll, and, importantly, retain a diverse workforce and student body. Enhancing a global perspective will necessitate attracting talented individuals to the College of Education faculty, staff, and student body from diverse ethnic and underrepresented communities.

Research and Scholarship. Building on the clear strengths of current faculty, the College of Education will need to find creative means to support, strengthen, and diversify scholarly contributions. Promising directions may include identifying multidisciplinary research opportunities, soliciting greater resource support from both internal and external funding, and diversifying workload expectations. This challenge and opportunity are keenly felt in all areas, as faculty seek to find the right balance between preparation of practitioners and advancing their disciplines.

Accountability. With the growth in programs and activity, the College seeks to ensure best practices and transparency in all areas. The Dean will lead an important and ongoing effort to maintain, strengthen, and improve accountability policies and structures to foster professional responsibility. These policies must be grounded in equity and transparency, and demonstrate a valuing of scholarship, teaching, and service.

Program Responsiveness and Renewal. The College of Education is proud of the relevance of its academic and other programs to the needs of its students, Pennsylvania, the nation, and the world. The Dean of the College of Education plays a key role in encouraging faculty and staff to stay abreast of changing needs and appropriate responses, both internally and externally. The Dean will also assist in energizing faculty and assuring their vitality to the mission at Penn State. Importantly, the Dean must foster a sense of both innovation and professional stability.

Faculty Development. The College of Education's dedicated faculty is one of its central strengths. Areas for further strengthening include support of scholarship, pedagogy, technology, and the advising and mentoring of students. Both senior and junior faculty bring to the College energy, innovation, and positive perspectives. This resource of the College and the University will need to be supported effectively. As an accomplished scholar, the Dean will play a key role in providing guidance and identifying resources for the further development of faculty, individually and as a community.

Staff Development. The College of Education's dedicated staff is also one of its central strengths. Critical processes and daily operations underlying research, teaching, and service depend upon a staff that is current in its knowledge and empowered to generate and share new ideas and new processes. The Dean must support an environment of collaboration, expectation, innovation, and growth.

Resource Development. The Dean will be fully engaged in fundraising initiatives connecting with all constituencies, including individuals, corporations, foundations, and other revenue sources. The College is recognized as the higher education leader in Pennsylvania, and it must acquire new resources to continue to attract the best students and faculty, develop and support key programs and research initiatives, and be prepared to meet future challenges.

Extending the College's Reach and Impact. In addition to preparing educators throughout the state and nation, the College of Education administers millions of dollars annually in expenditures for externally funded research, instruction, and outreach projects. This research and its findings must continue to be supported and the knowledge disseminated.

QUALIFICATIONS AND EXPERIENCE

The College of Education seeks a distinguished scholar, with credentials appropriate for a tenured appointment at the rank of professor, to continue developing and building the College as a national and international leader.

Strong leadership experience is required, along with the following desirable experiences and traits:

- Strategic planning;
- Fundraising;
- Managing complex budgets;
- Managing personnel;
- Developing curricula and programs;
- Fostering research and scholarship; and
- Inspiring students to expand their knowledge and positively influence a multicultural, global society.

In addition, the successful candidate should:

- Be a visionary leader with a demonstrated record of transparent communication;
- Provide experience in supporting and expanding a wide variety of research activities;
- Demonstrate a commitment to high-quality disciplinary and interdisciplinary education, as well as diversity and inclusion;
- Hold a record of accomplishment in research and teaching;
- Have experience with accreditation; and
- Display familiarity with national issues affecting undergraduate and graduate education.

The Dean will be an effective collaborator and an engaged and visible leader on campus and beyond, able to advance the missions of the college and the university.

APPLICATIONS AND NOMINATIONS

The University, through the Provost, has retained Storbeck/Pimentel & Associates, a national executive search consulting firm, to assist in this search. The review of candidates will begin immediately and continue until the position is filled. Nominations, inquiries, and application material, including a letter of interest, curriculum vitae, and the names of five professional references, should be forwarded in confidence to:



& ASSOCIATES

Steve Leo, Partner
Vicki Henderson, Senior Associate
Storbeck/Pimentel & Associates, LP
PSUEducationDean@storbecksearch.com
610-572-4296

The search will continue until an appointment is made. Employment will require successful completion of background check(s) in accordance with University policies. Final candidate(s) for the position must complete a full background check process, including education, employment, credit, motor vehicle verifications, criminal, and child abuse as appropriate.

CAMPUS SECURITY CRIME STATISTICS: For more about safety at Penn State, and to review the Annual Security Report which contains information about crime statistics and other safety and security matters, please go to <http://www.police.psu.edu/clery/>, which will also provide you with detail on how to request a hard copy of the Annual Security Report.

Penn State is an equal opportunity, affirmative action employer, and is committed to providing employment opportunities to all qualified applicants without regard to race, color, religion, age, sex, sexual orientation, gender identity, national origin, disability or protected veteran status.