



**Dean, College of Education & Human Development
Position Profile**

The University of Texas at San Antonio (UTSA) invites nominations, expressions of interest, and applications for the position of Dean, College of Education and Human Development.

Under the leadership of President Dr. Taylor Eighmy and Provost and Senior Vice President for Academic Affairs Dr. Kimberly Andrews Espy, the campus has developed a bold and ambitious vision for UTSA's future and its pursuit of excellence as an urban-serving, Hispanic-thriving discovery enterprise (<https://www.utsa.edu/strategicplan/>). The University seeks a dynamic and entrepreneurial leader and scholar who will build upon the existing strengths of the faculty and the untapped potential of the college to further advance the University's progress toward these goals.

College of Education and Human Development

The UTSA College of Education and Human Development (COEHD) is one of the leading providers of educators, clinicians, and practitioners in the San Antonio area and has one of the largest teacher certification programs in Texas. The College also boasts three accredited/verified licensure and certification programs including school counseling, clinical mental health counseling, school psychology, and behavior analysis. The College is responsible for innovative research and grants in STEM Education, urban educational outcomes, bi-national and bicultural issues, applied behavior analysis, integrated behavioral healthcare, special education, behavioral analysis, PK-12 school administration, higher education administration, and diversity pipelines. COEHD enrolled nearly 2,400 students in Fall of 2020 in 12 undergraduate, 14 master's, and 4 doctoral degree programs at both the Main Campus and Downtown Campus.

The College consists of six departments: Bicultural-Bilingual Studies; Counseling; Educational Leadership and Policy Studies; Educational Psychology; Interdisciplinary Learning and Teaching; and Race, Ethnicity, Gender, and Sexuality Studies. It also is the administrative home for the Child Development Center and UTSA's PK-12 to university pipeline programs, including the nationally recognized Prefreshman Engineering Program (PREP), TRiO Upward Bound and TRiO Education Talent Search, Dual Credit, and Dual Enrollment. In addition to preparing students for teaching careers and leadership in education and human development organizations and nonprofits, as well as strengthening PK-12 pipelines to college, the college also is committed to serving and meeting the social, emotional mental health, and behavioral needs of the community and respective professions. As such, COEHD houses a number of academic centers engaged in outreach and service and has actively engaged and partnered with the area's independent school districts, clinics, hospitals, community agencies and nonprofits, foundations and other entities that drive social mobility and equality. For more information about the College, please visit <https://education.utsa.edu/>.

San Antonio's Commitment

The City of San Antonio has a long and ongoing commitment to the education and human development of its residents. Starting in the 1980s, the city was one of the first to dedicate local

tax dollars to support the postsecondary education of local students. In 2012, San Antonio citizens took a bold step by voting to expand access to high quality pre-kindergarten education. Voters dedicated a portion of their sales tax revenue to the creation of four pre-kindergarten lab schools, a system of professional development for early education instructors, and a grant program to support high quality pre-kindergarten at area school districts and partner organizations. This year city voters renewed this local source of early education dollars and dedicated another portion of its sales tax to workforce development and postsecondary education, including the funding of Alamo Promise, a scholarship program that covers the cost of tuition and mandatory fees for up to three years of community college.

The University of Texas at San Antonio

As the third largest of nine academic universities and six health institutions within The University of Texas System, UTSA is a leading public [Hispanic Serving Institution](#), Research University specializing in health, cybersecurity, fundamental futures, and human-social development, reflected in its urban-serving mission. With over 34,000 students supported by more than 1,400 faculty and 5,600 staff and student employees, both benefits- and non-benefits eligible, it is the largest university in the San Antonio metropolitan region. As one of the first universities designated as a Hispanic Serving Institution (HSI) and committed to learning and discovery, UTSA embraces multicultural traditions and is highly focused on student success and meeting the educational needs of many first-generation, persons of color, transfer, DACA, Veteran, students with disabilities, and international students. UTSA prides itself on its diverse student population and 63% of its students come from San Antonio and South Texas. Nearly half (45%) of UTSA undergraduates will be the first in their family to earn a bachelor's degree. Additionally, transfer students comprise about 40% of UTSA's total undergraduate population. Further enhancing an already diverse student population is UTSA's military community, which makes up approximately 13% of total students. This includes active duty military members, veterans, reserves/guard, and their spouses and dependents.

UTSA is comprised of four campuses—

Main Campus – The 600-acre Main Campus is the hub of UTSA and home to students nearly every hour of the day and night. It includes the College of Business, College of Engineering, Honors College, part of the College for Health, Community and Policy, part of the College of Education and Human Development, College of Sciences, University College, and the College of Liberal and Fine Arts. It is also home to the Student Union, the Convocation Center, more than 350 student organizations, residence halls, and the Libraries. The nearby **Park West Campus** is home to athletic venues that sit on 125 acres near the Main Campus and features a soccer stadium and a track and field complex.

Downtown Campus – The Downtown Campus, located in the heart of San Antonio's business, social and cultural scenes, offers undergraduate and graduate degree programs in the College of Architecture, Construction and Planning, and portions of the College of Education and Human Development and College for Health, Community and Policy. More than one-third of UTSA's graduate students take classes at the Downtown Campus. Many of the University's community outreach programs and extended education offerings are located at this urban campus, which serves as a convenient location for community-wide events. The nearby **Hemisfair Campus** is home to UTSA's academic museum, the Institute of Texan Cultures. The Institute gives voice to the experiences of people from across the globe who call Texas home. Additionally, UTSA's

School for Data Science will soon begin construction of a new building in the downtown area.

UTSA advances knowledge through research/scholarship/creative activity, teaching and learning, community engagement, and public service. It serves as a center for intellectual and creative resources as well as a catalyst for socioeconomic development and the commercialization of intellectual property—for Texas, the nation, and the world. As part of President Taylor Eighmy's vision to make UTSA San Antonio a university of the future, the university is defining and executing strategies and tactics to realize [National Research University Fund \(NRUF\)](#) eligibility and classification as an R1 (highest research activity) by the Carnegie Commission. In FY19, UTSA achieved record sponsored research growth – compared to the year prior, UTSA faculty submitted 10% more proposals, realized 20% more awards and \$26M more in new awards, and is clearly on track to achieve this milestone. COEHD will be an important driver of continued acceleration in sponsored research growth for UTSA, particularly as a fulcrum for collaboration within the College, across colleges, and with other external partners. The Dean is expected to catalyze, drive, and support such collaborations and foster research growth to advance reaching these milestones.

UTSA has many [points of pride](#), including its College of Business being recognized by *Bloomberg BusinessWeek* in 2016 as having the #1 undergraduate program at a Hispanic Serving Institution and being home to the #1 cybersecurity program in the nation according to a survey by Ponemon Institute. *Hispanic Network Magazine* also includes UTSA amongst its “Best of the Best” rankings of U.S. universities. It is among an elite group of U.S. universities to earn the Carnegie Foundation's Community Engagement Classification. For more information about UTSA, please visit <http://www.utsa.edu/>.

President Taylor Eighmy

Appointed in 2017, Dr. Taylor Eighmy is the 6th president of The University of Texas at San Antonio. Dr. Eighmy serves as a strong advocate for urban-serving public higher education and is passionate about UTSA's role in developing San Antonio's knowledge economy. President Eighmy brings a strong track record of advancing top research universities through strategic government collaborations, public-private partnerships, and community engagement. His experiences as an administrative leader, researcher, inventor, and professor have influenced his perspective as a champion of student success, particularly regarding the impact of experiential learning, and undergraduate research programs. As a *Top 25 Rising Young University* (Nature Index, 2019) – with record enrollment, retention and persistence, degrees awarded and R&D impact – UTSA is on the move.

Provost Kimberly Espy

Dr. Kimberly Andrews Espy has served as the Provost and Senior Vice President for Academic Affairs at UTSA since June of 2018. With nearly 25 years of experience in higher education, Dr. Espy has earned a national reputation for helping institutions achieve transformative results in academic and student success, faculty and staff development, and university-community collaborations. As UTSA's chief academic officer, she oversees nine academic colleges; the academic support divisions including Graduate & Post-Doctoral Studies, Faculty Success, Undergraduate Studies, Career Engaged Learning, Continuous Improvement & Accreditation, Academic Innovation, Strategic Enrollment, Student Success, Student Affairs, Global Initiatives; the Libraries, UTSA's Art Collection and our museum, the Institute for Texan Cultures; in addition to other units that advance institutional success, such as Institutional Research & Analysis, Academic Finance & Administration, and Academic Strategic Communications.

San Antonio, TX

San Antonio is the 7th largest city in the United States with a thriving economy based on Bioscience/Healthcare, Aerospace/Aviation, Financial Services, Information Technology and Cybersecurity, and Energy. It is recognized worldwide as the home of the San Antonio Missions (UNESCO World Heritage site), the Riverwalk, and Fiesta San Antonio and draws tourists from all over the world. The city also hosts the country's largest Martin Luther King Jr. March, with more than 300,000 participants annually. San Antonio is known for its growth and a rich, forward looking culture, and is a place of inclusiveness.

In 2018, San Antonio celebrated the 300th anniversary of its founding by Spanish missionaries, and is known as "Military City" for its military installations and governmental facilities including Joint Base San Antonio, Randolph Air Force Base, Lackland Air Force Base, Fort Sam Houston, Camp Bullis, and NSA Texas. San Antonio provides an environment where professional satisfaction and career achievement are paired with optimal quality of life. It is a city that celebrates its rich cultural heritage and history yet is progressive in embracing the future. As home to UT Health San Antonio, the Southwest Research Institute and Texas Biomedical Research, all internationally renowned organizations with which UTSA has created many collaborations and partnerships, this is a city that fosters entrepreneurial growth, co-working spaces, and accelerators/incubators – environments that encourage building foundations for business, and a business-friendly economy. With areas such as the beautiful Pearl, Southtown, and thriving Arts scene, revitalized and redesigned for urban living and communal gathering, as well as celebrated historical spaces—San Antonio exemplifies the future for vibrant, urban locales. San Antonio residents benefit from access to scenic greenways across the city as well as museums and art galleries, history, culture, performing arts, theme parks, family fun, dining and nightlife, festivals and events, shopping, sports, and a year-round outdoor lifestyle.

Position Summary

The Dean will serve as the chief academic officer for the College of Education and Human Development with responsibility for expanding on the College's ambitious and dynamic vision for its role in the preparation of high-quality teachers and related professionals serving as practitioners and leaders throughout education and human development organizations. The College possesses a strong focus on social and emotional learning and intellectual growth with an emphasis on diasporic, decolonial, and intersectional approaches towards race, ethnicity, gender, and sexuality studies in education, particularly in leading the growth of the new Race, Ethnicity, Gender, and Sexuality Studies department, deepening its connections to other College departments and academic units across the university, and strengthening PK-12 pipelines to college.

UTSA is on an upward trajectory in pursuit of academic excellence, student success, research growth, creativity and community service and the Dean must serve as a passionate advocate for these ideals—working in collaboration with College stakeholders to create the next platform for growth and vision for the College's future. In so doing, the Dean will have the unique opportunity to showcase COEHD as a contributor to UTSA's [Westside Community Partnerships Initiative](#) focused on helping to shape educational, social, economic, and cultural programs and services in alignment with the University's community outreach mission. Other institutional priorities for COEHD include taking on a leadership, partnering role in addressing the urban education needs in San Antonio, particularly for students and families of color; developing an early college high school and expanding other pipeline programs, including the MAS/AAS Teachers' Academies that support college-going, particularly for this historically underrepresented population; and maintaining national accreditation and 4-Star state quality rating while supporting a Child Centered Business model approach that partners the Child Development Center with COEHD

academic programs. In addition, the next Dean must support the preparation of well-trained, licensed professionals that serve families and children throughout San Antonio; collaborate with other UTSA colleges in STEM teacher preparation, experiential learning, and improved instructional pedagogy; and serve as an institutional leader across the University in advancing inclusive excellence and equity advocacy on campus and throughout the community.

In leading the College during this important period of institutional growth and transition, the new Dean will play a critical role in effectively aligning the departments and units that now comprise COEHD, articulating and implementing the next strategic plan, and guiding the College through the process of creating a refined identity, increasing its academic culture of research excellence, and strengthening external partnerships to advance research/scholarship/creative activity and community impact. The Dean will be responsible for the academic, research, creative and outreach leadership of the College, as well as the management of its human and financial resources. The Dean has responsibility for leading the faculty and staff to work cohesively to advance the College as a whole and represents the College on campus and to the outside world, including alumni, donors, and other external stakeholders. The Dean takes the lead in strategic planning and in solidifying and implementing the vision, mission, and goals for the College.

COEHD has the opportunity to be a national exemplar in advancing academic excellence through diversity, inclusion, and equity advocacy by leveraging both its history of impact, as well the work of its faculty and students. The College has a long legacy of distinction and an equally bright future of opportunity ahead. For example, the recent creation of the Race, Ethnicity, Gender, and Sexuality Studies department – bringing together the well-regarded programs in Mexican American Studies, African American Studies, Women’s Gender and Sexuality Studies – is innovative in its scholarly approach and also provides a platform to connect cross-cutting college and university strengths in this area to deepen its impact. The school psychology master’s degree program recent institutional and national Excelencia Award recognition further illustrates program caliber. The Dean is expected to embrace and seize these unparalleled opportunities.

The new Dean has a unique opportunity to position the College to lead the charge in addressing the digital divide through interleaving of digital fluency at all levels as UTSA embraces its new designation as an ADOBE® Creative Campus. The Dean must have a deep understanding of the creative community of thinkers that exist within the culture of COEHD departments and how to connect these strengths across disciplines and departments, to other colleges across the university, and beyond the university to our partners.

The Dean is expected to lead the College’s efforts in:

- Building and promoting the College’s refined identity—strengthening existing relationships and identifying new partnership opportunities afforded by its refined structure;
- Coalescing a shared identity, cohesion, and collaboration among the varied units that comprise the College;
- Advancing strategic and academic planning that inspires the College to envision and support a bold strategy for the future;
- Recruiting and retaining a diverse and excellent faculty and staff committed to positively impacting student performance and increasing their sense of belonging;
- Leading COEHD in exploring new methods to promote student success and distinction that will further elevate the student experience in meaningful ways;

- Developing new opportunities for student access to research/scholarship/creative activity and partnership with the faculty;
- Advancing academic excellence through a demonstrated commitment to diversity and inclusion, particularly regarding persons of color, in all aspects of college work, including leveraging the new Race, Ethnicity, Gender, and Sexuality Studies department;
- Strengthening interdisciplinary connections among the units of the College to promote growth in research/scholarship/creative activity and its attendant impact, as well as support unique academic programs;
- Supporting and growing the University's research mission, the Dean will advance the faculty's scholarly activities and external sponsorship growth, and encourage and advocate for interdisciplinary opportunities that increase impact;
- Encouraging and facilitating greater external support of primary, applied, community-oriented, and inter-, multi-, and transdisciplinary research/scholarship/creative activity;
- Enhancing the quality and reputation of the graduate programs in the College;
- Enhancing partnerships with school districts, community-focused organizations, and stakeholders both on- and off-campus;
- Implementing entrepreneurial approaches to the delivery of nationally and regionally recognized services in the form of technical assistance centers and other models that bring local, regional, and national recognition and sustainable support.
- Building and sustaining interdisciplinary academic connections between COEHD and other colleges within the University, and working with external partners to develop collaborative undergraduate and graduate programs;
- Providing leadership in the area of fundraising and external relations as well as spearheading broader advancement efforts in communications and engagement with external stakeholders;
- Developing new and enhancing existing relationships between the College and the surrounding San Antonio community, including school districts, magnet/charter schools, hospitals, clinics, and local agencies;
- Communicating the vision of the College to prospective students, alumni, foundations, industry, and external partners;
- Participating in campus-wide policy development and decision-making through membership on the University Leadership Council and Academic Council;
- Persuasively articulating the vision, mission, goals, and programs of the College to the University community, external stakeholders, and the general public;
- Providing leadership to the faculty in developing, maintaining, and improving high-quality programs of instruction, research, creative activity, outreach, and public service.

Opportunities and Challenges

- **Developing and Enhancing Community Relationships** – Serving as a highly-visible and influential leader within the San Antonio community, the next Dean will step into a role that will provide a significant platform for engaging stakeholders in the region, including: PK-12 school administrators, school district officials, clinical and medical officials, community leaders, elected officials, and executives from nonprofit organizations and industry. The Dean must be prepared to serve as an active participant in discussions with these entities in order to identify strategies and opportunities for engagement that bring the College's strengths to bear in developing programs and offerings that address their needs.

- **Enhancing Interdisciplinary Research and Partnerships** – The next Dean will lead an organization that is well-poised to build upon existing strengths and identify new areas for enhancing academic/research partnerships within the University. The Dean will serve as the College’s champion in communicating across academic units and serve as a catalyst for new interdisciplinary research and collaborative opportunities—inspiring open communication and teamwork between faculty, students, staff, and administrators in an effort to raise the College’s profile and impact in the region.
- **Promoting Curricular Innovation** – UTSA’s dedicated faculty bring energy, innovation, and positive perspectives to the College and are prepared to leverage their collective intellectual strength for the benefit of San Antonio and the State of Texas. The Dean will serve as a positive, driving force toward this goal and will ensure open avenues of communication between administrators, faculty, and staff in order to capitalize on opportunities for advancement in this area.
- **Advancing Inclusive Excellence** – The next Dean will serve as a key leader in supporting and strengthening the College’s efforts toward upholding the University’s commitment to inclusive excellence and working toward addressing issues pertaining to diversity, equity, and inclusion. The Dean must be a passionate advocate and strong champion dedicated to fostering a culture where members of the College community, including faculty, staff, students, and community members, are active partners in a collaborative and supportive learning environment.
- **Communication and Transparency** – The Dean will be expected to foster a culture that is committed to effectively and proactively communicating with the wide-range of internal and external constituents the College serves. Moreover, the Dean will be in a position to take advantage of the full breadth of disciplines within the College, and the perspectives provided by faculty within these areas, in creating an environment that recognizes and appreciates its unique blend of programs and opportunities for impact. Therefore, the Dean must possess strong listening skills, the ability to engage stakeholders in meaningful discussions, and an openness in providing information about the decision-making process and how decisions will affect College stakeholders as it strives to fulfill its mission and achieve its goals.

Qualifications

UTSA’s next Dean will play an important role in the future growth of COEHD as well as ensuring the College’s support of UTSA’s goal of attaining R1 university status and its dedication to the advancement of knowledge through research, scholarship and creative activity, teaching and learning, community engagement, and public service. The successful candidate will possess a distinguished record of academic accomplishment and service, superior interpersonal and management skills, and in addition will possess:

- A demonstrated commitment to the broad conceptualization and interrelation of the disciplines that comprise COEHD and how, when coupled with an equal commitment to advancing diversity and inclusion, can positively impact communities;
- An earned doctorate/terminal degree in a discipline represented in COEHD from an accredited university and administrative and/or leadership experience in a research university;

- An outstanding record of scholarly achievement and international reputation commensurate with appointment as full professor in one of the departments in the College;
- Experience as an innovative, decisive leader and diplomat with strong organizational and consensus-building skills, integrity, and the ability to inspire and lead faculty with diverse interests and scholarly approaches;
- A record of success and ability in recruiting and retaining talented and diverse faculty; a history of inspiring faculty to excel in teaching, research/scholarship/creative activities and rewarding excellence in these areas;
- A history of providing students with a high-quality educational experience and aggressively addressing issues related to student success;
- Demonstrated experience in advancing research/scholarship/creative activity, growing its impact and increasing external sponsorship (including foundations and donors), and building creative interdisciplinary teams that advance cutting edge academic innovation;
- Experience in building multidisciplinary programs and fostering external partnerships to create an outwardly looking educational environment for faculty and students;
- Enthusiasm for “building”; for developing and advancing a strategic plan to further the College and University’s national competitiveness;
- Proven people skills and the ability to serve as a highly effective listener and communicator with both academic and non-academic audiences, with bold enthusiasm to address challenges.

Qualities and Characteristics

The successful candidate will possess a distinguished record of leadership and academic service; a dynamic vision for the future of the College; and a demonstrated passion for the College and University’s shared mission. In addition, this individual must value collaboration, diversity and inclusion, transparency, and entrepreneurship, and will be a dynamic and energetic leader who embraces the mission of the College and its multidisciplinary and interdisciplinary teaching and research/scholarship/creative activity. The successful candidate will also possess:

- A demonstrated ability to lead, including management of human and financial resources; the ability to work with faculty to develop a vision and plans for the future in an environment of shared governance; the ability to function well as part of the campus leadership team;
- The ability to think strategically and bring together diverse groups of interests to coalesce in a unified vision;
- An enterprising mindset that will capitalize on San Antonio’s unique urban environment that promotes engagement and partnership opportunities with community stakeholders;
- The ability to communicate effectively to build and enhance relationships with the faculty, staff, community, and various constituent groups;
- A willingness to actively and enthusiastically partner with an engaged undergraduate and graduate student body;
- A deep commitment to academic excellence, demonstrated ability for creative leadership and management, and the energy and vigor to translate ideas into action;
- A commitment to the cultivation of a research culture throughout COEHD;
- An innovative, transdisciplinary, and entrepreneurial approach to the Dean position in order to serve as a catalyst for new and compelling academic, creative and research initiatives in the College with the potential to expand on existing College strengths;

- A demonstrated commitment to fostering and sustaining a culturally diverse academic environment; a demonstrated ability to relate effectively to a wide variety of people of diverse backgrounds, including an understanding and respect for cultural, racial/ethnic, gender identity, sexuality, and individual differences;
- Recognition of the assets that diverse urban populations bring to the table, sensitivity to the educational needs of our students to enable these assets to be nurtured and supported, and sharing of the University's commitment to thrive as a Hispanic Serving Institution and a model for student success;
- Excitement to serve as an engaging advocate on behalf of COEHD at the local, national, and international level;
- The ability to further develop financial resources through successful fundraising activities and stimulate productive partnerships with external constituencies in coordination with centers, institutes, and departments;
- A deep resonance with UTSA's commitment to excellence and diversity, to the personal and educational enrichment of its faculty, staff and students, and a passion for the College's role in teacher preparation, ensuring student graduation and post-graduate job success; and
- Integrity and high ethical standards.

Application and Nomination Process

The Search Committee will begin reviewing applications immediately and continue to accept applications and nominations until the position is filled. Applicants must submit: a current resume or curriculum vitae and a cover letter describing relevant experience and interest in the position. Nomination letters should include the name, position, address and telephone number of the nominee. All applications and nominations will be handled in confidence.

Applications and letters of nomination should be submitted by email to:



Alberto Pimentel, Managing Partner
 Storbeck/Pimentel & Associates
 6512 Painter Avenue
 Whittier, CA 90601
 Email: apsearch@storbeckpimentel.com
 Refer to code "UTSA-COEHD" in subject line

As an equal employment opportunity and affirmative action employer, it is the policy of The University of Texas at San Antonio to promote and ensure equal employment opportunity for all individuals without regard to race, color, religion, sex, national origin, age, sexual orientation, gender identity, disability, or veteran status.