



Dean – College of Education

Position Description

Wayne State University invites nominations and applications for the position of dean of the College of Education (COE). Out of the conviction that education is the means by which human circumstances can be improved, COE prepares professionals who have the commitment and competence needed to help people acquire the knowledge, skills and understandings that will enable them to participate in and contribute to a complex, changing society. To achieve this mission, COE is committed to excellence in teaching, research and service. These efforts are consistent with the urban mission of COE and its theme, “The Urban Educator: Reflective, Innovative, and Committed to Diversity.” COE identifies fully with the University’s vision to be “a pre-eminent, public, urban research university known for academic and research excellence, success across a diverse student body, and meaningful engagement in its urban community.” Within the burgeoning city of Detroit, the new dean of COE will lead programming that trains future urban educators with an emphasis on diversity, innovation, technology, and research-based practices.

Wayne State University

Wayne State University, founded in 1868, is a nationally recognized public urban research university in Detroit. Wayne State is Michigan’s only urban research university, and it is known internationally for its contributions to the arts and sciences. Committed to educational opportunity, research, and community enrichment, Wayne State serves a critical role in Michigan’s higher education landscape. It is one of only two Michigan public universities holding the Carnegie Classification’s designations of both “Highest Research Activity” and “Community Engagement.” Just as the city of Detroit is undergoing a renaissance, the university finds itself in a moment of significant transformation that will strengthen its ability to serve students from Detroit and around the world.

Wayne State University’s campus, located in the University Cultural Center and Historic District in the heart of Detroit’s Midtown neighborhood, encompasses approximately 200 acres. The university enrolls nearly 28,000 students, making it the third largest among Michigan’s 15 public universities and one of the 50 largest in the nation. Wayne State boasts the most diverse student body among Michigan’s public universities, with students from nearly every U.S. state and 60 countries. Fifty-four percent of Wayne State Students are white; 18 percent are African- American; and 28 percent are of other race/ethnicity groups. In a recent survey, Wayne State University students ranked the campus’s diversity highest among a list of campus strengths.

Wayne State University is Detroit’s seventh-largest employer, with more than 7,600 regular employees and more than 2,000 student employees. Wayne State has 2,701 faculty members — of whom 1,729 are full-time — and nearly 5,000 staff members. Approximately two-thirds of faculty and staff are represented by one of the 13 unions on campus. The university’s financial statements are available [here](#). Moody’s has assigned Wayne State’s General Revenue Bond a rating of Aa3. With more than \$338 million in financial aid awarded in 2015, Wayne State has the lowest undergraduate resident tuition of Michigan’s three research universities.



The university's comprehensive academic offerings are divided among 13 schools and colleges. In addition to the College of Education, they are: the Mike Ilitch School of Business; the College of Engineering; the College of Fine, Performing and Communication Arts; the Graduate School; the Law School; the College of Liberal Arts and Sciences; the School of Information Sciences; the School of Medicine; the College of Nursing; the Eugene Applebaum College of Pharmacy and Health Sciences; the Irvin D. Reid Honors College; and the School of Social Work. More than 340 degree and certificate programs are offered in these schools and colleges.

Wayne State University has more than 250,000 alumni spread throughout the country, of whom about 75 percent live in Michigan, providing leadership for the state's economic renewal. About 30 percent of Michigan's practicing physicians — and more than 40 percent of practicing physicians in Wayne, Oakland, and Macomb counties — received all or part of their medical training at Wayne State University. Seventy-five percent of Wayne State Law School graduates live and work in Michigan.

Wayne State University ranks 64th among public American universities, according to the 2013 National Science Foundation Research rankings; its medical sciences, physics, chemistry, physical science, and psychology programs rank in the top 100 nationwide. The university's annual research expenditures are nearly \$224 million.

Wayne State's advancement of its research mission is augmented by collaboration with the University of Michigan and Michigan State University in the University Research Corridor, an alliance that brings in 94 percent of all federal research dollars attracted to Michigan each year. Wayne State also has a thriving research and technology park, TechTown Detroit, and a number of partnerships with government, industry, and business.

Wayne State University commits to its urban research mission by continuing to provide access and opportunity to higher education for students of all backgrounds. This commitment helps nurture the next generation of professionals — who will use their education to advance the causes of civil rights and social justice in all threads of society — and helps meet the needs of Detroit and its surrounding communities.

Detroit

Detroit is the largest city in Michigan and a major port on the Detroit River, an international waterway that connects the western Great Lakes to Lake Erie and the Saint Lawrence Seaway. In 2014, the city itself had a population of approximately 680,000, while the population of the surrounding metropolitan area is more than five million. The city's population is primarily African American and is increasingly diverse, with new residents eager to participate in Detroit's transformation representing a spectrum of ages, races, and cultures. The southwest Detroit area has vibrant and growing Latino/a American communities and the city of Dearborn has the largest Arab American community outside of the Middle East. The combined Detroit-Windsor (Ontario) metropolitan area, a critical commercial center on the Canada-U.S. border, has a total population of 5.7 million. Known as the nation's traditional automotive center, Detroit is synonymous with the American automobile industry and an important source of popular music legacies, as celebrated in the city's two familiar nicknames, "The Motor City" and "Motown."



Detroit's Midtown neighborhood is home to Wayne State as well as world-class museums, theatres, libraries, concert halls, and professional sports venues. Among the cultural institutions within walking distance of the main campus are the main branch of the Detroit Public Library, the Detroit Institute of Arts, the Charles H. Wright Museum of African American History, the Michigan Science Center, the Fisher Theatre, Detroit Children's Museum, and the Detroit Historical Museum. As Detroit has undergone a historical resurgence, Midtown has been at the heart of the growth. In 2014, *USA Today* named it one of its "10 Up-and-Coming Neighborhoods around the USA."

Wayne State promotes cooperation among Midtown's three anchor institutions: Wayne State, Henry Ford Health System, and the Detroit Medical Center. Wayne State has assumed leadership roles in collaborations designed to ensure public safety, promote local transportation, boost economic development, and beautify the area. Since 1999, the university has committed nearly \$700 million to projects on and adjacent to the campus, changing Midtown's landscape and ambience. This includes the new Integrative Biosciences Center (IBio), which will push the frontiers of multidisciplinary health sciences and attract faculty and economic development from across the nation.

Detroit Future City (DFC), a think tank and policy advocate, recently released a report called 139 Square Miles which shows that for the first time in 60 years, Detroit is moving toward population growth, with an economy on the rise and neighborhoods beginning to stabilize.

About the College of Education

COE began as the Detroit Teacher's College in 1881 and is committed to advancing the education, health, and social equity of school children and the community at local, regional, and national levels. The College has graduated more K-12 teachers employed in the Metropolitan Detroit region and more Principals and Superintendents, than any other College of Education. It is now organized into five major divisions: (1) Teacher Education; (2) Kinesiology, Health, and Sport Studies; (3) Theoretical and Behavioral Foundations; (4) Administrative and Organizational Studies; and (5) Academic Services, a student-services unit that supports the academic divisions. The College offers degree programs in thirty-seven program areas, including Pre-K-12 education, counseling and art therapy, educational and school psychology, exercise and sport science, learning design and technology, community health education, and educational leadership and policy studies.

COE programs are accredited through their national professional organizations and by the Michigan Department of Education. COE faculty are leaders in their fields who pride themselves on their quality programs, high standards, and dedication to students. The college's student body consists of around 2,000 undergraduate students and almost as many graduate students. Approximately 40 doctoral degrees (Ph.D. and E.D.) are awarded by the COE each year. The College has historical and current close partnerships with the Detroit Public Community School District, with regional Latino-Hispanic communities, and active interdisciplinary research programs with the College of Engineering, the College of Liberal Arts & Sciences, the College of Fine, Performing & Communication Arts, the Medical School, and WSU research institutes such as the Merrill-Palmer Skillman Institute.



Role and Responsibilities:

The dean reports to the provost and senior vice president for academic affairs and is the chief academic, administrative and fiscal officer of the College. In addition, the dean's specific responsibilities include:

- Work with faculty, staff, students, and other critical constituencies to develop a strategic vision for COE that advances the College while remaining consistent with the University's vision and strategic direction;
- Develop, review and evaluate both short and long-term goals, objectives, programs and curriculum;
- Lead planning toward a new Responsibility Centered Management (RCM) budget model;
- Oversee student recruitment and retention;
- Provide exemplary academic leadership and lead the faculty appointment, renewal, and tenure and promotion processes;
- Plan the recruitment and retention of talented and experienced faculty members and staff to enhance the College's reputation and the quality of its educational offerings;
- Allocate and manage the College's fiscal resources;
- Support advancement and fundraising activities for COE and work collaboratively with the development function to help achieve goals and cultivate prospective donors; and
- Work with faculty, staff and students to encourage leadership, scholarship and creativity

Opportunities and Challenges:

The opportunities and challenges for the next dean of the College of Education include:

- **Strategic Budget Management.** With a new RCM budget model on the near horizon for implementation in 2021, the dean of the College of Education has the opportunity to construct a budget that can be geared toward the future development and strategic goals of the College. The dean provides leadership in using the budget to drive both strategic initiatives and day-to-day operations. The dean is responsible for generating and managing revenue streams, including those for tuition, research, gift, and fee income. The ability to carry forward unspent operating dollars and reserve funds from year to year will enable the dean to engage in multi-year planning and budgeting. This requires a particular focus on increasing revenues through enrollments and fund raising to create a positive cash flow for future strategic investments. This presents an opportunity for a dean with an entrepreneurial mindset.
- **Fundraising and Developing New Resources.** All deans are expected to spend a substantial amount of time in fundraising, and the next dean of COE will establish a strong record of seeking and obtaining new private resources. The dean, working closely with the office of development, must enhance fundraising opportunities by creating stronger relationships with alumni, as well as identifying other key donors and partnerships.



- **Partnership with K-12 Schools in Southeastern Michigan.** The next dean of COE has the opportunity to prepare students for urban teaching and to embody Wayne State's social mission by furthering partnerships with K-12 Schools in Southeastern Michigan. Wayne State has been in Detroit for 150 years, and it is one of only six Michigan universities selected for the Woodrow Wilson Teaching Fellowship program, designed to address a significant shortage of math and science teachers.
- **Growing Enrollment.** The next dean must ensure the growth, retention, and strengthening of the student body in part to address recent enrollment challenges, which include a declining high school graduate population within Michigan, decreases within humanities that echo national trends, and a newly approved general education curriculum with fewer credits than the previous curriculum. The dean will provide leadership for recruiting efforts and will ensure that COE is actively identifying and enrolling strong cohorts. Improving student services must be a priority for the next dean, particularly in the areas of recruiting high-ability students and providing better advising and career counseling that will increase retention and graduation rates. The dean must be innovative and creative in regard to future program development and expansion, including exploring new pedagogical methods and creating an environment to promote excellence and distinction in meaningful ways. There may also be an opportunity for enrollment to be expanded by offering online, international, and executive programming.
- **Faculty Affairs.** In order to support the growing enrollment, the next dean will need to ensure that departments are adequately supported with faculty positions. This will protect reasonable class sizes for students and manageable teaching loads for faculty.

Qualifications:

The successful candidate must be an outstanding, transformational leader. Candidates must hold a terminal degree from an accredited institution and have a record of teaching and scholarly or professional attainment that merits appointment as professor with tenure. In addition to teaching, administrative, scholarly and practical experience, a candidate should possess a record of accomplishment in several or all of the following areas:

- Proven ability and successful leadership experience in administrative positions of increasing responsibility, preferably at a major research university;
- A national reputation that will lend further prestige to COE;
- Proven ability to manage a large academic unit and effectively and creatively use resources to the benefit of the College;
- Demonstrated expertise and ability to lead the College's fundraising, including a record of successfully seeking resources from a variety of sources including individuals, foundations, corporations, and government agencies;
- Proven success in recruiting, mentoring and retaining outstanding faculty, staff and students;
- Ability and commitment to integrating and advancing the University's [core values, mission and vision](#) into the operating and planning processes of the College;



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- Demonstrated ability to work with represented faculty and staff, including part-time faculty and graduate teaching and staff assistants, in a collective bargaining environment;
- Significant record of excellence in scholarship and teaching that bridges disciplines;
- A capacity for effective leadership in maintaining and developing relationships with the College's internal and external partners;
- A commitment to diversity consistent with the COE and WSU mission as an urban public research institution;
- A commitment to fostering an atmosphere of mutual respect and a history of developing and maintaining consensus and cohesiveness;
- Strong business acumen, entrepreneurial mindset, and experience in strategic planning, fiscal planning, budget and resource management;
- Excellent interpersonal and communication skills; and
- Energy, humor, and love of a challenge.

Contact

For best consideration, please send all nominations, applications, and inquiries to WayneEducationDean@storbecksearch.com by January 18, 2019. Applications should include a letter of candidacy, which responds to the agenda for leadership and the desired attributes for a dean of COE, and a complete résumé or vita.

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Wayne State University is a premier, public, urban research university located in the heart of Detroit where students from all backgrounds are offered a rich, high quality education. Our deep-rooted commitment to excellence, collaboration, integrity, diversity and inclusion creates exceptional educational opportunities preparing students for success in a diverse, global society. WSU encourages applications from women, people of color and other underrepresented people. WSU is an affirmative action/equal opportunity employer.