



November/December, 2007

**EXECUTIVE SEARCH PROFILE**

**DEAN OF THE COLLEGE OF EDUCATION**



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**THE OPPORTUNITY**

To realign the College's priorities and programs through an exciting new strategic planning process that is linked to annual budgets and appropriate emphasis on assessing results; and, to provide long-term leadership for faculty and students in Education.

**THE UNIVERSITY**

The University of Akron was founded in 1870 and evolved into a municipal institution owned by the city of Akron, Ohio, and later to a state university and today is part of the University System of Ohio. The University serves more than 24,000 students from 40 states and 76 foreign countries, offering some 350 associate, bachelor's, master's, doctoral, and J.D. degree programs. *U.S. News & World Report* has recognized the polymer science and polymer engineering programs among the top five in the country, making The University of Akron the only Ohio public institution with such a designation for a program in science and engineering. The Higher Learning Commission of the North Central Association of Colleges and Schools accredits the University; a large number of specialized accreditations are held as well. Carnegie classifies the institution as Research Universities (high research activity). Its current president, Dr. Luis M. Proenza, has been a very successful CEO and is in his tenth year in office. With an endowment among the top 100 public universities in America, he has just announced a \$500 million capital campaign. The University has continued to grow and advance while remaining strongly committed to its roots and home. Dr. Elizabeth J. Stroble, senior vice president, provost, and chief operating officer, is in her fifth year, having served the previous three years as dean of the College of Education. She and the president are a dynamic team and have accomplished much during their terms in office. Supporting the administration is the Council of Deans. These academic leaders also help one another and promote inter-disciplinary studies.



## **THE CITY OF AKRON**

This vibrant city has transformed itself from the tire capital to the polymer science and polymer engineering capital of the world. The University is part of the exciting northeast corridor comprising Akron and Cleveland. Such vibrant cultural institutions as the Akron Art Museum, Cleveland Museum of Art, Akron Symphony, and Cleveland Orchestra have garnered national acclaim. In 2007 the Akron Art Museum reopened with a new addition by the famed architectural design firm Coop Himmelb (l)au. An addition to The Cleveland Museum of Art by architect Rafael Vignoly is slated to open in 2011. For recreational pleasure the area offers a first-class Metro Parks system and the Cuyahoga Valley National Park. Affordable and high quality housing is another of the area's important amenities. Other cities with significant art centers are only two to three hours away, including Columbus, Pittsburgh, and Toledo. New York and Chicago are easily accessible with direct one-hour flights from the Akron-Canton and Cleveland airports.

## **BACKGROUND**

The College of Education was founded in 1921 and is the second oldest professional school at the University. It is organized into the following four departments: Counseling, Curricular and Instructional Studies, Educational Foundations and Leadership, and Sport Science and Wellness Education. Home to one of the state's largest teacher preparation programs and actively supporting the professional development of Northeast Ohio's educators, the College graduates the largest number of doctorates in the University. While applications and admissions have increased in recent years, enrollment has dipped slightly. But the College has enjoyed several recent accomplishments, including marked improvement in academic advising and overall increased student satisfaction and external funding, strengthened external relations and marketing efforts, and enhanced data management. The National Council for the Accreditation of Teacher Education (NCATE) has continuously accredited the College's education programs for 54 years and preparations are underway for its next reaffirmation visit in 2009. Additional accreditation for college programs comes from CAATE, CACREP, COAMFT, APA and CAAHEP.

Dr. Patricia A. Nelson, who brought an international focus to the College of Education, served as dean for three years before retiring earlier this year. Dr. Cynthia F. Capers, who is the former dean of the College of Nursing, is serving as interim dean for the current academic year. There is a strong desire in the central administration and College for long-term leadership.

## **The College of Education Mission Statement**

*The University of Akron's College of Education is a community of professionals whose purpose is to provide leadership for community well-being through standard-setting programs that enhance teaching, learning, and human development; research and inquiry; and outreach. We develop ourselves and others through continuous improvement and through a commitment to these core components of professional practice and scholarship: Knowledge, Technology, Diversity, and Ethics.*



## CHALLENGES

### Major challenges for the next dean of the College of Education are:

- Developing a new strategic planning process for identifying the major priorities of the College; yearly assessment of the results; linking these goals to annual budgets; refocusing on core programs in teacher education;
- Being an effective advocate for the College's needs and aspirations to the president and provost; supporting requests with solid data and appropriate benchmarks; advocating to relevant federal and state agencies for legislative, policy, and budget initiatives;
- Promoting diversity throughout the College and University;
- Strengthening, designing and actuating new academic programs, particularly interdisciplinary ones with such colleges as Arts and Sciences, Engineering, and Nursing; working in partnership with area schools and agencies to ensure programs are responsive to their needs;
- Participating and supporting the University's and Ohio's efforts to stress programs in science, technology, engineering, and mathematics; assisting the president and provost in defining the College's programs and overall role in the new state-wide system of higher education and in partnership with Ohio Department of Education;
- Assisting the faculty in obtaining grants for research and development purposes; continuing to grow this \$5 million a year enterprise;
- Continuing enrollment management programs to achieve a better balance in the College's academic programs; securing higher rates of retention in them;
- Finalizing arrangements and the self-study for the 2009 NCATE reaffirmation visit; managing data and the faculty and staff's ongoing efforts more effectively;
- Leading the College's fund raising efforts for the capital campaign; planning for a new building to house the University's education programs;
- Re-examining the administrative structure of the College in relation to the increasing external demands on the dean's time; and
- Creating a culture of transparency and open communication; building relationships inside and outside of the institution for betterment of the College of Education and the wellbeing of the community and region.



## QUALIFICATIONS

The dean of Education is the chief officer of the College and reports directly to the provost.

**The provost and the College of Education faculty, staff, and students seek a new dean who is a strategic thinker and planner, an effective leader, and who:**

- Is a person of unquestioned integrity who engenders universal trust;
- Possesses a terminal degree in one of the educational disciplines found within the College;
- Is eligible for the rank of professor, with tenure;
- Has experience as a departmental chair and/or associate/assistant dean (experience as an Education dean is a plus);
- Demonstrates excellent communication skills in speaking, listening, and writing;
- Has a collaborative and open management style; listens first before acting;
- Is an effective fund raiser (development experience is a plus);
- Believes in and practices effective interpersonal skills; is a people person;
- Is student centered; enjoys formal and informal interaction with students;
- Models business acumen, and planning and assessment skills;
- Knows best practices in the field of Education;
- Has experience in NCATE and other appropriate specialized accrediting activities; promotes assessment in all facets of Education;
- Has experience with higher education outreach and engagement programs;
- Is willing to fairly administer a collective bargaining agreement between the University and the American Association of University Professors; and
- Has previous experience working with urban educational systems.



**Key Indicators  
College of Education  
The University of Akron  
2006-07**

Budget:	
Total	\$9 million (approx)
Operating	\$ 864,000
Tuition:	
Graduate	\$ 342 per credit hour (Ohio Resident)
Undergraduate	\$ 300 per credit hour (Ohio Resident)
Student Enrollment for 06-07: Headcount	
Undergraduate students (Fall 07)	2,270
Graduate Students (Fall 07)	1,080
Average ACT Score (Fall 07 COE freshmen)	19.7
Average SAT Score (Fall 07 COE freshmen)	950
Number of employees:	
<i>Current Hires</i>	
Full time Tenure –track	52
Full time faculty non-tenure track	10 (6 may be converted to tenure track)
<i>Future Hires</i>	
Ongoing Searches	7 (5 tenure track & 2 instructors)
Part time	153
Contract Professionals	12
GA's	89
Staff	44
Student/Teacher Ratio	23:1
Research Productivity	\$ 4.7 million
Technology	All faculty have wireless laptops Fully wireless campus Technology facilities in COE
Degrees awarded 06-07	705
Student Credit Hours Generated 06-07	51,060
Degree Offered:	
Bachelor's	34
Master's	41
Doctoral	5
Licensure, Endorsements	45
Alumni	27,171
Facilities:	
Square footage	79,784 sq ft over 4 buildings



## APPLICATION & NOMINATION PROCEDURES

To nominate a potential candidate, please send your letter of nomination, including the nominee's name, title, and contact information, to: **pauldoeg@rhperry.net**.

To be considered, candidates should e-mail, as Microsoft Word or Adobe Acrobat attachments: 1) a cover letter that addresses the challenges and qualifications listed above; 2) a current résumé or curriculum vita; and 3) the names, phone numbers, and e-mail addresses of three references to: **pauldoeg@rhperry.net**. Review of applications begins **January 2, 2008**. To ensure full consideration, materials should be received by that date. The position will remain open until filled.

### For Further Information Contact:

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## POLICY

R. H. Perry & Associates is committed to the highest standards of professionalism in all dealings with candidates, sources, and references. We fully respect the need for confidentiality and assure interested parties that their background and interests will not be discussed without consent of the applicant prior to her or his becoming a candidate.

***The University of Akron is committed to a policy of equal employment opportunity and to the principles of affirmative action in accordance with state and federal laws.***

**www.uakron.edu**