



# DEAN, SCHOOL OF EDUCATION

## THE OPPORTUNITY

Norfolk State University (NSU) announces the continuation of its search for the next Dean of the School of Education (SOE). NSU is seeking a Dean who is a highly visible leader both on campus and within the greater community. The successful candidate must be a strategic leader who is decisive, makes data-informed decisions, and excels as a diplomatic relationship builder. The Dean must have a strong commitment to diversity, equity, and inclusion exemplified through demonstrated experience working in diverse communities and/or with students from underrepresented groups.

The Dean of the SOE, in collaboration with other academic units and the community at large, will find ample opportunity for growth through the development of innovative programs involving faculty, staff, and administrators. The Dean will also develop the next strategic plan aligned with the University's strategic priorities. The next Dean must have previous experience with accreditation bodies, and knowledge of accreditation processes, procedures, and program recognition (SACSCOC, CAEP, CACREP, CAAHEP, etc.). As part of the strategic visioning process, the next Dean, in collaboration with the faculty, will also develop a plan for enhancing and broadening the School of Education's research agenda.





## ABOUT THE SCHOOL OF EDUCATION

The School of Education offers undergraduate and graduate degrees through three departments: 1) Early Childhood/Elementary and Special Education; 2) Health, Physical Education and Exercise Science; and 3) Secondary Education and School Leadership. In addition, there are specialized program accreditations and program approvals from: The Council for the Accreditation of Educator Preparation (CAEP); the Council of Exceptional Children (CEC); and the Kinesiotherapy Program (CAAHEP-CoAKT). The central purpose of the SOE is to provide pre-service and in-service educational programs to prospective teachers, in-service teachers, administrators, and others engaged in educational activities in schools and other agencies.

The School of Education is engaged in research partnerships and curricular innovations as well as fulfilling the service and teaching mission that is critical to the success of other schools and colleges, and the University as a whole. The School of Education has multiple resources and service offices, such as the Office of Clinical Experiences and Student Services, NSU Pre-School Academy, Student Support Services Teacher PREP Program, Spartans Teach, and the Classic Upward Bound Project.

# ABOUT THE UNIVERSITY

Founded in 1935, Norfolk State University (NSU) is a public, comprehensive university with an enrollment of 5,600 students located in Norfolk, Virginia, a city of 300,000 along the Chesapeake Bay. A Historically Black College and University (HBCU), NSU offers 29 undergraduate, 17 master's, 3 doctoral degree programs, and a myriad of programs within its academic colleges, schools, and units. In the last decade, NSU has invested significant resources to enhance its infrastructure, which led to the construction and completion of six new campus buildings including a 21st century Library, a student center, residential complexes, two classroom buildings and numerous improvements to campus technology. In the summer of 2019, Dr. Javaune Adams-Gaston, assumed the role of President at NSU. Dr. Adams-Gaston is committed to the success of students, strengthening the university infrastructure, and taking the university to the level of national prominence and excellence.

Additionally, NSU maintains a number of Centers of Excellence, including the following:

- Center for Materials Research
- Consortium for Strategic & Global Studies
- Center of Excellence in Cybersecurity
- NSU Innovation Center
- Intelligence Community Center of Academic Excellence (IC-CAE)
- Information Assurance Research and Education Development Institute (IA-REDI)
- Joseph Jenkins Roberts Center for the Study of the African Diaspora
- The Center for African American Public Policy (CAAmPP)

Norfolk State has a growing reputation for innovative and cutting-edge research in STEM areas to include: Biotechnology and Biomedical Sciences; Materials Research; Creative Gaming and Simulation; Micro and Nanotechnology; and Cybersecurity.

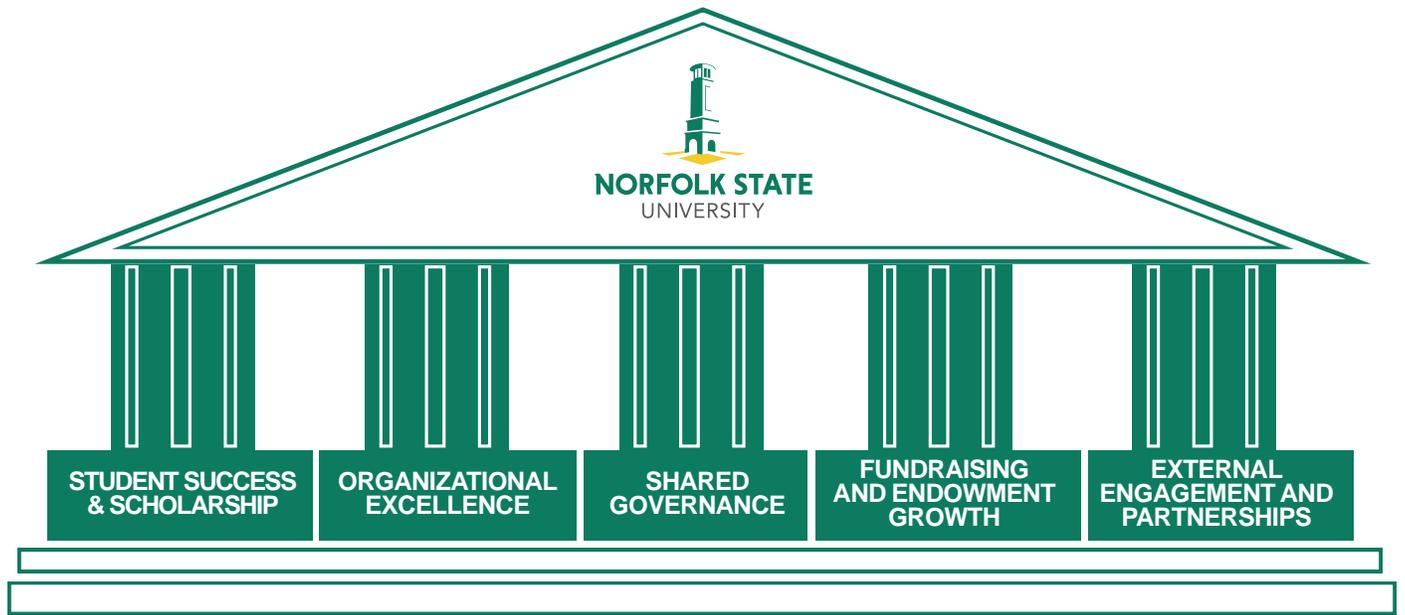




## NSU LOCATION

Norfolk State University is located within the city of Norfolk known for its, waterside urban center that anchors a vibrant downtown that is home to businesses small and large. The city has a diverse economy that is considered one of the nation's strongest. Norfolk hosts the world's largest naval base while Norfolk International Airport is one of the busiest international ports on the East Coast.

Norfolk is situated in the Hampton Roads region where the James, Nansemond, and Elizabeth rivers pour into the mouth of the Chesapeake Bay and meet the Atlantic Ocean to the east. The region, which includes the cities of Chesapeake, Portsmouth, Suffolk, Hampton, Newport News and Virginia Beach, is recognized as the 33rd largest Metropolitan Statistical Area (MSA) in the United States and the eighth largest metro area in the Southeast United States. Each of the cities making up Hampton Roads has its own personality, such as Virginia Beach, which is best known for its ocean resort area.



## MISSION

Norfolk State University, a comprehensive urban public institution, is committed to transforming students' lives through exemplary teaching, research and service. Offering a supportive academic and culturally diverse environment for all, the University empowers its students to turn their aspirations into reality and achieve their full potential as well rounded, resourceful citizens and leaders for the 21st century.

# PRINCIPLE DUTIES AND RESPONSIBILITIES

**The duties and responsibilities of the Dean of the School of Education include:**

1. Leading academic and administrative operations within the School of Education and supporting the institutional mission, the Dean serves as the Chief Executive Officer of the School and reports to the Provost and Vice President for Academic Affairs.
2. Engaging in strategic planning, fiscal decision-making, resource allocation, and periodic review of all academic programs for effectiveness.
3. Building consensus through all departments and special coordinators.
4. Seeking scholarships and resources to enable and advance student retention.
5. Developing budgets and managing the School's fiscal affairs.
6. Providing leadership in all aspects of curriculum planning and development, faculty and staff hiring, faculty development and evaluation.
7. Recruiting scholarly and professionally experienced faculty committed to serving a diverse body of students and underrepresented communities.
8. Supervising, evaluating, and supporting faculty in a manner that promotes excellence in teaching, research, service, and advising improvement to enhance student retention and learning outcomes.
9. Leading and supporting the School's commitment to maintain all accreditations and program approvals, including exploring other accreditations as appropriate.
10. Collaborating with NSU Deans and other leaders in education and civic communities.
11. Fundraising and championing the college externally to donors and alumni, as well as state, national, and international audiences.

**For more information on the exceptional academic programs offered by the School of Education, visit [www.nsu.edu/education](http://www.nsu.edu/education)**

# REQUIREMENTS

1. A Doctor of Philosophy (Ph.D.) degree from an accredited college or university in a discipline offered by the School of Education.
2. Exemplary scholarly and professional achievement, as evidenced by recent peer reviewed publications, books, grantsmanship, and/ or other scholarly works.
3. Considerable academic leadership experience equivalent to or above that of a department chair at an accredited college or university.
4. Demonstrated ability to provide guidance, insight, and leadership (including strategic planning) in efforts to advance the academic objectives of the School and University.
5. Evidence of successful academic planning and implementation of credential programs, undergraduate and graduate programs, and online courses. This includes experience with and knowledge of accreditation processes, procedures, and accreditation bodies, and program recognition (SACSCOC, CAEP, CACREP, CAAHEP, etc).
6. Skilled in the use of assessment and instructionally based technology when delivering teaching concepts and principles, and when creating programs in online, hybrid and traditional formats.
7. Demonstrated ability to establish positive relations between the University and community colleges, universities, public schools, community groups, and individuals.
8. Demonstrated ability to facilitate, initiate, and be the catalyst for fundraising, community outreach, and civic engagement.
9. Demonstrated commitment to and experience with diverse populations in academia, including students from diversity racial/ethnic, gender, and socioeconomic populations and first-generation college students.
10. Demonstrated experience in collaborating with shared governance within colleges, schools, and departments.
11. Working knowledge of Virginia Licensure requirements for teachers, counselors, and administrators is preferred.

# THE PROCESS FOR CONSIDERATION

The Search Committee for Dean, School of Education will begin reviewing applications in May and will continue until the position is filled. For full consideration, applicant materials should be received by May 27, 2021. Applications and nominations should be sent electronically (PDF or MS Word) to: [NorfolkStateDeanofEducation@agbsearch.com](mailto:NorfolkStateDeanofEducation@agbsearch.com).

## CANDIDATES SHOULD PROVIDE:

1. A letter of interest stating how the candidate's experiences and qualifications connect with the required/preferred characteristics and priorities expressed in the position profile.
2. A curriculum vitae; and
3. A diversity statement that reflects their commitment to diversity and inclusion and demonstrated experience working in diverse communities and/or with students from underrepresented groups.
4. Five (5) professional references with e-mails, telephone numbers, and a description of the candidate's professional relationship with each reference listed (references will not be contacted without prior authorization from the applicant).

## THE SEARCH IS BEING ASSISTED BY:

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NSU is committed to providing equal employment opportunities for all persons and applicants, without regard to age, color, disability, gender, national origin, political affiliation, genetic information, race, religion, sexual orientation, sex (including pregnancy) or veteran status. NSU encourages and invites minorities, women, individuals with disabilities and veterans to apply.