



## THE SEARCH FOR DEAN, COLLEGE OF EDUCATION

**SOUTHERN CONNECTICUT STATE UNIVERSITY FOR MORE THAN 130 YEARS, *has been a special and much respected institution of higher learning that began as a 2-year teacher training school in 1893 is now a comprehensive university that is part of the Connecticut State Colleges and University System, offering undergraduate and graduate degrees to more than 8,000 students, including doctoral degrees. As an institution historically committed to social justice, Southern pursues a mission of access and equity and is nationally ranked for its success in promoting social mobility through public education. Southern's extended community is increasingly diverse—in the fall 2023 entering class, 63 percent were students of color, 57 percent were first-generation scholars, and 54 percent were Pell eligible.***

For more than 125 years, the College of Education (COE) has produced more teachers, principals, and school administrators than any comparable institution in Connecticut. Its alumni have earned many accolades, notably the 2016 National Teacher of the Year—Jahana Hayes '05; and the 2023 Milken Educator Award—Alyssa Basso, '08, M.S. '13 (one of just five teachers recognized nationwide). Statewide honors from the Connecticut Association of Schools and the Connecticut PTA in 2023/24 have included principals, assistant principals, teachers, and a social worker—from elementary schools through high school.

Today, the COE offers degree and certificate programs in a variety of areas: curriculum & learning, teacher preparation, counseling & supervision, special education, information & library sciences, educational leadership, and policy. The exciting opportunity facing the next Dean is to lead the COE to achieve even greater success, building on the foundation of accomplishments and rich history.

## OPPORTUNITIES AND CHALLENGES

### *The next Dean of the College of Education will have the opportunity to:*

1. Support the University's institutional commitment to student success, social justice, scholarship, excellence, community engagement, and other strategic priorities. Ensure ongoing excellence in teaching at all levels while also growing external support (grants, contracts, donations) to support current and evolving new programs.
2. Given the nationwide demand for the effective integration of education and preparation for work, continue to expand and enhance this focus at the COE. Advocate for the COE to play a more influential role in the national dialogue regarding concerns about the relevance of higher education.
3. Provide leadership and vision to the COE Community (faculty, staff, and students) with its significant experience in teaching, research, and service. This includes the Centers of Excellence on Autism Spectrum Disorders and Teaching and Learning.
4. Provide leadership and vision for the COE to continue and enhance its forward-thinking and innovative programs such as *Early College*, *Educator Pathways for Certification*, the *Hamden Transition Academy*, etc. This includes developing other short-term institutes, working groups, and programs focused on practical applications of learning, instruction, educational leadership, and policy.
5. Collaborate with the entire SCSU community and stakeholders to enhance the institution's relationship with local, state, and federal legislators. Continue the ongoing collaboration with Superintendents of Schools statewide.
6. Leverage the extensive network of COE alums to achieve its strategic goals and objectives. As the primary provider of teachers in the State of Connecticut, historically, this network of COE Alumni is spread throughout Connecticut and New England and recognized for high quality and a commitment to education at all levels.
7. Continue advancing the minority teacher incentive program.



*A number of challenges present themselves at this time. These include the need to:*

1. Expand and develop plans to address enrollment challenges at the undergraduate level.
2. Consider and develop new paths to support additional funding and resource challenges needed to support and grow academic offerings, faculty, staff, and students.
3. Address the complex array of learning issues often found in today's student population.
4. Respond to the increased competition from other public and private higher education institutions by offering more innovative, more affordable, market-driven program options.
5. Develop creative approaches to enhance faculty availability for research, service, and other creative endeavors.
6. Address the perception that the COE departments, centers, and programs are siloed and capitalize on available synergies.
7. Grow a deeper sense of community among faculty and staff.
8. Work to continue an effective working relationship with the faculty union.



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*Southern Connecticut State University's College of Education seeks a new Dean with the following leadership attributes:*

**STRATEGIC, VISIONARY LEADER**

The Dean of the College of Education should be a strategic and visionary leader who will serve as a thought partner with the Provost, Faculty, and Staff. The ideal candidate will assess opportunities, promote and lead innovative and entrepreneurial planning, and leverage College, local community, and state resources.

**ADAPTIVE LEADERSHIP STYLE**

The ideal candidate can multi-task, communicate effective problem-solving, and promote a greater understanding of change management processes. Their leadership style should reflect a commitment to transparency, authenticity, the ability to listen carefully, and openness to consider the concerns of all College community members. The dean should support and construct avenues for effective participation and facilitate open and authentic communication from faculty, staff, administration, and internal and external stakeholders. They can work effectively with the system office and the college and model best practices for shared outcomes.

**POLITICAL ACUMEN AND CIVIC ENGAGEMENT**

SCSU seeks a Dean for the College of Education who is eager to learn about the SCSU culture, the region, and the

state. The ideal candidate must lead with diplomacy and the ability to navigate politically sensitive issues and understand the power structures, motivations, and influences at play in the municipal decision-making process. As an advocate for the College, the dean must articulate the implications of these decisions at policymaking and public levels. Applying critical thinking and emotional intelligence in the political domain is vitally important.

**PROVEN SUCCESS IN FUNDRAISING**

The Dean of the College of Education will have success in private or corporate sector fundraising and partnerships or demonstrated willingness to learn how to be successful in these efforts. It will be critical to build a sustainable institutional framework where members of the College and community can see how they contribute to the college's overall success in support of student success.

**SOCIAL JUSTICE ADVOCATE**

The Dean of the College of Education will have a demonstrated record for advancing social justice strategies and initiatives in a higher education environment. The successful candidate will be a tactical thinker, data-driven, and able to lead the college in visualizing and implementing strategic priorities aimed at measurable outcomes. The



dean should be adept at addressing emerging matters and issues related to social justice and racial justice, as well as the expectations of faculty, staff, administrators, and students across the college.

### **STUDENT-CENTERED LEADER**

The Dean of the College of Education will be a community builder who sees students' education, safety, growth, and well-being as SCSU's utmost priority. The ideal leader will deeply understand the lived experiences of the intergenerational, diverse population of students that SCSU serves.

### **PARTNERSHIP DEVELOPMENT**

The Dean of the College of Education must articulate and promote a robust and innovative vision of the college to the educational, political, business, and civic leaders of the community, the local region, and the state. The next dean should be intuitive, seize the opportunity for collaboration, and expand innovative partnerships locally and globally. The ability to navigate the expectations of internal and external stakeholders to advance mutually beneficial strategies and initiatives will be a critical skill for the next dean. The ideal dean will strengthen existing ties and develop new

sustainable partnerships with businesses, industry, local communities, other colleges and universities, K-12 schools, and other entities.

### **SHARED GOVERNANCE**

The Dean of the College of Education should have a track record of creating and maintaining good working relations with faculty, classified staff and students, employee bargaining units, and governing boards. Understanding and respecting collective bargaining, with a commitment to mutual gains bargaining, coupled with well-developed interpersonal skills that support productive working relationships between and among various constituents, is critical. The dean should articulate the value for and commitment to shared governance and collaborative engagement in decision-making among all key stakeholders.

### **ACCOUNTABILITY COACH**

The Dean of the College of Education will demonstrate an unwavering moral compass, unquestionable integrity, and transparency in decision-making with a clear-eyed response about actions to be taken and accountability. While serving in this highly visible, highly scrutinized role, this senior leader must demonstrate the ability to look at issues from the



perspective of multiple constituencies and anticipate public reaction. Articulating the “why” in decision-making should be a hallmark of this leader.

### **EXCEPTIONAL COMMUNICATOR**

The Dean of the College of Education will be an approachable leader who can communicate effectively across multiple constituencies. The ideal candidate will be able to successfully navigate challenging conversations and be an effective spokesperson for the college. The successful leader will possess engaging and persuasive written and verbal communication skills, be an active listener, and possess the skills to facilitate complex group discussions.

### **STRATEGIC COLLABORATOR AND TEAM BUILDER**

The Dean of the College of Education should possess strong organizational and administrative skills. The ideal leader will possess a collaborative, consensus-building leadership style and be able to gain consensus thoughtfully and purposefully. The successful leader should have a proven track record of building high-performing, goal-oriented teams focused on achieving clear, outstanding results. The ideal candidate possesses an even temperament, advanced professional development, and models resiliency and accountability.

### **SERVANT LEADER**

The Dean for the College of Education will command respect and engender the trust of faculty, staff, students, alums, administrators, and the larger SCSU community

of stakeholders, both internally and externally. The ideal leader will possess a demonstrated ability to use and provide feedback, to include multiple viewpoints in decision-making, and to be a decisive and diplomatic leader; a strong ability to manage ambiguity and uncertainty while driving clarity; exceptional interpersonal communications and influencing skills; high level of integrity and personal accountability; dynamic, inspirational, and creative; self-motivated, resourceful, resilient, and trustworthy.

### **FINANCIAL ACUMEN**

The Dean of the College of Education must possess substantial management, planning, and financial skills and an astute understanding of the College’s finances and the relationships among competing priorities. The ideal candidate will have experience in financial planning, budget development, and allocation of limited resources in fair, transparent ways that reflect clear priorities.

### **ADDITIONAL QUALIFICATIONS**

- Earned doctorate or terminal degree in an education discipline.
- Minimum of five years of academic leadership experience in higher education.
- Understanding of the elements and dynamics of changing an organizational culture.



## THE APPLICATION PROCESS

### *Nominations and Applications*

#### HOW TO APPLY:

To assure full consideration, applications should be received by **April 17, 2024**, and include a letter of interest, curriculum vitae, and five professional references with e-mail addresses and telephone numbers. Applications should be sent electronically (in MS Word or PDF format) to **SCSU\_DeanEducation@agbsearch.com**

All inquiries, nominations, and applications will be held in strictest confidence; references will not be contacted without the applicant's expressed permission. Inquiries, applications, and nominations should be sent **SCSU\_DeanEducation@agbsearch.com** to or directed to:

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