



Lesley
UNIVERSITY

POSITION PROFILE

Dean of the Graduate School of Education

October 2018

In partnership with Summit Search Solutions, Inc.



WELCOME

Lesley empowers students to become dynamic, thoughtful leaders in fields that include education, mental health counseling, and the arts. Located in the heart of Cambridge, Massachusetts, home to the world's best-known universities, Lesley combines an intensely creative environment with the practical experience students need to succeed in their careers. Each year over 2,000 undergraduate and 3,000 graduate students pursue degrees on campus, off site, online, and through low-residency programs. Along with Lesley's 86,500 alumni, students are discovering the power of creativity to overcome obstacles, foster connections, and reveal fresh answers to the world's problems.



ABOUT LESLEY UNIVERSITY

Founded in 1909, Lesley has honed an educational approach that blends excellent teaching, deep scholarship, and real-world application with the aim to inspire and transform lives. For over 100 years, the Lesley community has embraced Edith Lesley's inspirational talent for identifying a need or an opportunity, and her passion for crafting something new in response. Her progressive ideas paved the way for Lesley University, and her legacy inspires its mission today. This vision and history serve as the cornerstone for Lesley University as it addresses issues that impact society on a global scale.

Situated in Cambridge, Massachusetts, an area where some of the most innovative work in the arts, business, education, and healthcare is taking place, Lesley is in the center of world-class institutions, cultural organizations, and a vibrant multicultural population. Learning is put into practice with field opportunities by way of extensive partnerships with leading business and community organizations, teaching hospitals, and school districts. Actively involved in the community, Lesley connects with local leaders, activists, and organizations to create an impact and work toward solutions in fighting hunger and homelessness, to advance education, human rights, and tackle environmental issues. Over 86,000 alumni extend Lesley's mission across the globe with graduates serving as educators, entrepreneurs, mental health counselors, writers, artists and more, carrying with them the knowledge, discipline, and experience to improve lives and strengthen families, communities, and organizations.

Lesley prepares graduates with the knowledge, skill, understanding, and ethical judgment to be catalysts who shape a more just, humane world.

SCHOOLS

[College of Art & Design](#)

[College of Liberal Arts & Sciences](#)

[Graduate School of Arts & Social Sciences](#)

[Graduate School of Education](#)

A university with big ideas and small classes fosters a spirit of collaboration and innovation. As such, Lesley serves over 2000 undergraduates and 3,000 graduate students with talented faculty who engage students and challenge them to think creatively and critically. Students test what they're learning through hands-on experiences that prepare them for rewarding careers in their fields. To learn more about Lesley University: <https://lesley.edu/>

The university and its programs are authorized by state and national accrediting organizations, to view accreditation information: <https://lesley.edu/about/accreditations-state-approvals>

Location: Lesley University is in the largest college city in the world - Cambridge, Massachusetts.

LESLEY COMMUNITY



STUDENTS

Lesley University students are engaged, accomplished, and dynamic individuals. Students participate in a wide range of clubs and organizations, are actively engaged in community service (typically completing between 7,000-8,000 hours a year in collaboration with 52 community-based organizations) and consider the arts a vibrant part of their student experience. Lesley is a charter member of the New England Collegiate Conference (NECC) established in 2009 and offers sixteen teams (eight for men and eight for women) in soccer, volleyball, tennis, cross country, track, basketball, baseball, and softball.

FACULTY

Lesley University faculty embody the innovative spirit reflected in the diversity of programs and delivery models of the institution. Faculty from wide-ranging disciplines, including the arts, education, counseling, and liberal arts and sciences, share a common orientation toward integrating theory and practice. Faculty support student academic achievement through ongoing assessment of learning at multiple levels. Lesley's core faculty include those with primary responsibilities in teaching and those with primary administrative leadership roles as Chairs/Directors; Lesley also employs several hundred adjunct faculty, many of whom are active practitioners as educators, artists or clinicians, adding to the diversity of perspectives of our academic offerings. Faculty contribute to the life of the university through shared governance including participation in a faculty assembly, university council, and a number of standing committees of the faculty assembly.

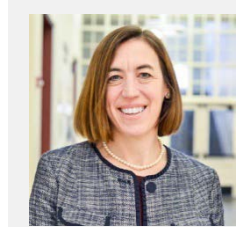
Core Faculty by Rank - Sept. '18

- Professor: 39
- Associate Professor: 63
- Assistant Professor: 44
- Instructor: 18
- Total: 164



STAFF

Three-hundred seventy non-faculty employees are dedicated to the success of the university and its students and play a vital role in realizing Lesley's mission and core values. The University Council and Staff Representative Advisory Council provide formal venues for staff and administrators to discuss issues of importance, collaborate with colleagues, and influence the decision-making of the president and senior leadership.



Dr. Margaret Everett began her leadership role July 1, 2018 with Lesley as provost and vice president for academic affairs. She brings with her a wealth of knowledge and experience as well as a set of values and aspirations which are in line with the university's mission of effecting change and educating compassionate leaders in myriad areas of social need.



COMMUNITY SERVICE

Lesley students have a well-earned reputation for caring about the community. In 2017-2018, 339 students performed 7,359 hours of community service for nonprofits and other organizations

MISSION STATEMENT

Lesley University engages students in transformative education through active learning, scholarly research, diverse forms of artistic expression, and the integration of rigorous academics with practical, professional experience, leading to meaningful careers and continuing lifelong learning. Lesley prepares socially responsible graduates with the knowledge, skills, understanding, and ethical judgment to be catalysts shaping a more just, humane, and sustainable world.

CORE VALUES

Inquiry

Lesley University is devoted to academic excellence through active teaching, engaged learning, and individual student development. We design and deliver innovative, interdisciplinary academic programs that value inspired teachers, curious learners, relevant scholarship, and real-life application.

Diversity

Our community respects, values, and benefits from the individual, demographic, and cultural differences of our students, faculty, and staff. As an academic community, our creativity, critical thinking, and problem-solving approaches are shaped by this diversity. Through their varied learning experiences, Lesley students develop the tools to effectively interact with diverse populations and strive for social justice and equity.

Community

Learning is an individual and collective endeavor that involves students, educators, families, and communities. We believe in the power of collaboration and its impact on personal and social development.

Citizenship

Higher educational institutions have a responsibility to prepare their graduates to participate in the cultural, political and economic life of their community, nation and world. This democratic ideal is reflected in Lesley's academic environment that encourages scholarship, freedom of expression, and the open exchange of ideas.



Graduate School of Education

POINTS OF PRIDE


- Forward-thinking, innovative and progressive in approach and perspective
- Dedicated, flexible and responsive faculty and staff
- Collaborative and collegial environment
- Commitment to equity, inclusion and social justice
- Experienced, accomplished, prolific faculty and alumni recognized for their contributions to the field
- Rated #1 program preferred by schools for hiring K-12 educators when compared with select colleges and universities across the state (based on independent research survey)

Founded in 1909 in Cambridge to prepare early childhood educators, Lesley University's [Graduate School of Education](#) (GSOE) has earned a reputation as New England's largest and most respected provider of teacher preparation programs, preparing educators to become changemakers and lifelong learners. GSOE specializes in integrating the arts, literacy, technology, and strategies for meeting the needs of diverse learners into all of its licensure, professional development, and doctoral programs. The strength, depth, and quality of Lesley's educator preparation programs are key features of Lesley's identity and distinctiveness. The school offers innovative programs through creative pedagogies, high-quality instruction, scholarship, advocacy, and outreach. Programs are designed and offered by a faculty of scholar/practitioners who establish meaningful partnerships with public and private educational communities. This strength is affirmed through the national accreditation process by the Teacher Education Accreditation Council (TEAC) and special recognition for the innovative Unified Assessment System covering all educator preparation programs. Nearly 2,000 students enroll in program formats which include on-campus, off-campus, online, and residency. Lesley's renowned graduate programs attract students from all over the Northeast (71 percent), other states (26 percent) and abroad (2 percent). Over 600 graduate degrees were awarded in 2017-2018 including master's, doctorates, and certificates of advanced study.



Alumnus **Craig Martin**,
[National Distinguished Principal from Massachusetts for 2018](#)

The Opportunity



Alumnus **Sydney Chaffee**,
2017 National Teacher of the Year

Dean of the Graduate School of Education

Primary Purpose

The Dean is responsible for leading the faculty and staff of the Graduate School of Education as they work collaboratively to further the field through innovation and inquiry. Guided by the University's commitment to social justice, the Dean is charged with the stewardship of the school's academic portfolio which includes a robust suite of licensure, post-licensure, professional development, and doctoral programs offered in multiple modalities and locations including via partnerships for teacher residency. The role includes the planning, coordination, and administration of the School, including initiating short- and long-term goals, planning and managing enrollments and budgets, and guiding the academic and administrative leadership of the School. The Dean leads the faculty and staff in improving the educational experiences of PK – 16 students by preparing teachers who are culturally responsive, socially aware, and who hold content and pedagogical expertise. The Dean oversees the Centers which include the renowned Center for Reading Recovery and Literacy Collaborative, the Center for Inclusive and Special Education, the Center for Mathematics Achievement, and the STEAM Learning Lab, each of which advances research-based interventions for improved student learning. This position reports to the Provost and works collaboratively across the institution, including with the Dean of Graduate School of Arts and Social Sciences, the Dean Lesley Art+Design and the Dean of the College of Liberal Arts and Sciences.

Key Responsibilities:

Leadership and strategic visioning:

- Lead the GSOE, including the programs, centers, partnerships, and initiatives to advance innovative pedagogies, curriculum, research, scholarship, and outreach; work collaboratively with administration, staff and faculty to develop a shared vision for the School that will assure the continuation of Lesley's prominence, leadership, and visibility in the field of education.
- Provide leadership in an ongoing conversation about how GSOE can support teachers across their continuum of development within the profession through degree programs, certificate, and professional development offerings.
- Direct GSOE in sustained engagement to work with PK-16 education to examine, critique, and contribute to efforts focused on dismantling the systemic inequities that create the opportunity gap in student learning.
- Lead and engage GSOE on issues, programs, and studies that address the connections among educational attainment, race, ethnicity, income level, home languages, immigration status, etc.
- Actively work to diversify our faculty/staff and teacher candidates through recruitment, retention, and mentoring; advance inclusive excellence and cultural competence across all programs and within the School.
- Strengthen Lesley University's engagement in urban education through partnerships, residency opportunities, support services, and degree programs.
- Build and enhance community coherence across programs, students, alumni, and all staff/faculty.

Academic quality, planning, assessment, and administration:

- Provide leadership related to overall academic and pedagogical quality of programs in the school including: academic planning; curriculum review and development; professional accreditation; program outreach associates; grants, institutes and conferences; and admissions standards.
- Advance a student-centric educational environment that values student engagement, evidence-based assessment of student learning outcomes, and continuous improvement that is data-informed.
- Manage the planning, coordination, and administration of the School. This includes initiating short-and long-term goals, setting agendas for the school's academic leadership team, managing the administrative leadership of the school, including the establishment of efficient and effective systems that fully support initiatives, and administering cross-university collaboration.
- Design competitive delivery models of graduate programs and assess student learning outcomes with faculty colleagues to continuously improve the School's programs based upon analysis of those outcomes.
- Facilitate planning processes to envision, enact, and critically examine novel teacher preparation experiences.
- Lead in the assurance of continued successful accreditation by DESE and other accrediting agencies deemed appropriate for documenting academic quality.
- Sustain and develop comprehensive programming that positions the School as a resource for education content and pedagogy across age levels, organizations, and institutions.
- Foster a dialogic academic community that elevates the role of inquiry in the practice of teachers and teacher leaders.

Faculty and staff review, supervision, and mentoring:

- Oversee well-being of faculty (core and adjunct), staff, and students in the school including: faculty and staff workload assignments, faculty and staff professional development, school quality of life, communication internal and external to the school.
- Mentor faculty scholarship and advocate for time, resources, and support for faculty research; provide leadership for a creative and broad view of faculty scholarship that is inclusive of the scholarship of application and integration; and ensure a comprehensive strategy for promoting and publicizing that work as part of an initiative to raise the visibility and prominence of the School.
- Supervise the associate deans, academic leaders, and Office of the Dean administrative staff including oversight of the supervision and evaluation process throughout the School.

Fiscal and budgetary responsibility:

- Actively seek opportunities to increase external financial support by communicating with external audiences, sharing the accomplishments and uniqueness of the School's programs and offerings.
- Manage fiscal health of the School including: budget management, projection, and monitoring of School enrollments in collaboration with Enrollment Management.

Cross-university and interdisciplinary collaborations:

- Lead in the development of collaborations across the University including increased undergraduate-graduate pathways and interdisciplinary programs.
- Collaborate with Enrollment Management to set and attain enrollment targets and evaluate and revise marketing strategies and content for publications.
- Foster interdisciplinary programming and scholarship across the colleges with the Provost, the other three School Deans, administrators, faculty, and staff.
- Advance continued innovations in the use of technology for both pedagogical and administrative effectiveness in partnership with other University leaders.

Required Qualifications:

- Record of significant contributions to the field of education including scholarship, advocacy, leadership, or innovation appropriate for appointment at the associate professor or full professor rank;
- Record of 5-7 years of successful administrative leadership in the education sector including: visioning, long range planning, program and curriculum development, budget/financial management, and resource development;
- Demonstrated skills in cultural competency and a commitment to inclusive education including successful advocacy for increasing diversity and equity in education and administration;
- An earned doctorate and academic and professional experience in one of the disciplines within the School or related interdisciplinary experience;
- Evidence of creative and innovative educational leadership, organizational abilities, and strong interpersonal skills;
- Clear understanding of leading-edge methods and instructional technologies to support teachers and students;
- Experience with assessing and utilizing organizational structures to advance goals in collaboration;
- Record of success in outreach and partnerships with community, public, private and/or government organizations.

Preferred Qualifications:

- Experience in higher education with oversight of undergraduate through doctoral level programs;
- Passionate advocacy for the role of education and teacher preparation for the betterment of society; ability to facilitate and communicate a voice and vision for Lesley's role in national conversations;
- Knowledge of state and national professional licensure and certification;
- Evidence of successful leadership within a shared governance model;
- Experience leading accreditation and licensure reviews;
- Experience attracting external resources to advance the goals of an organization through fundraising, grant-writing, or other entrepreneurial efforts.





Procedure for Candidacy

Confidential review of applications will begin immediately and continue until the position is filled; parties who apply by **December 2, 2018** will be given first consideration. All candidates applying for positions at Lesley must submit a cover letter, resume/CV and the contact information for three references. To apply online, go to <https://theapplicantmanager.com/jobs?pos=su124>

For nominations or further information:

Beth Baldino

Senior Consultant

Summit Search Solutions, Inc.

Direct: (828) 645-8967

bbaldino@summitsearchsolutions.com

Carrie Coward

President

Summit Search Solutions, Inc.

Direct: (828) 669-3850

ccoward@summitsearchsolutions.com

Lesley University is an Affirmative Action/Equal Opportunity Employer, and is committed to increasing the diversity of the university community and the curriculum. Candidates who believe they can contribute to this goal are encouraged to apply.



[Summit Search Solutions, Inc.](#) is a boutique executive search firm dedicated to serving education and nonprofit communities nationwide. Based in Asheville, NC, Summit has a team of experienced recruiting consultants in strategic locations across the country including Arizona, California, New York, North Carolina, and Oregon.



CAMBRIDGE, MASSACHUSETTS

Home to approximately 105,000 people, **Cambridge** forms a nexus of research and scholarship that's unmatched anywhere in the world. Creative, smart, and interesting colleagues flock to this area. The campus lies a few minutes' walk from live music, film screenings, gallery openings, indie booksellers, and world-class museums. As part of the Greater Boston area, Lesley is situated within Cambridge near Harvard Square with access to more arts and cultural events per capita than any other city in the U.S. It is also home to over 50 universities and attracts more than 250,000 students from all over the globe. Considered one of the safest cities in the country, Cambridge's culture is founded on the ideals of inclusiveness and diversity. It is a welcoming, vibrant, active community teeming with students, visitors and residents of every ethnicity, age group and gender preference.

- [U.S. News and World Report ranks Massachusetts #8 out of the Best States](#)
- [In 2016, Business Insider ranked Cambridge the #1 city for millennials in the U.S.](#)
- [Livability ranked Cambridge, MA #12 for the 2018 Top 100 Best Places to Live](#) and one of the [2016 Eight Best cities for Walking to Work](#).

Boston appeals to people who want to live in a vibrant and diverse coastal city that is thriving with cultural opportunities, world-class shopping, access to excellent health care, a focus on quality education and an appreciation for history. It celebrates its storied history while embracing the latest technologies and trends of the new century. Approximately 650,281 people live in Boston, with more than 4.59 million residents living in the surrounding neighborhoods and suburbs.

On the other side of the Charles River, discover the next-door neighbor, [Boston](#).

Lesley University is 10 minutes away from Boston. With access to culture, think tanks, and collaborators at renowned institutions and centers, the greater Boston area provides a rich and rewarding environment to lead and impact the field of education.

Boston as a world destination for intellectuals, artists, and entrepreneurs attracts colleagues, faculty, and neighbors who make history every day.

To learn more about Cambridge and the Greater Boston area:

<https://www.cambridgeusa.org/>

<http://www.cambridgechamber.org/>

<https://bostonchamber.com/>

<https://www.boston-discovery-guide.com/things-to-do-and-see-in-boston.html>