



Idaho State University

Position Profile

October 2019

Dean of the College of Education

In partnership with Summit Search Solutions, Inc.



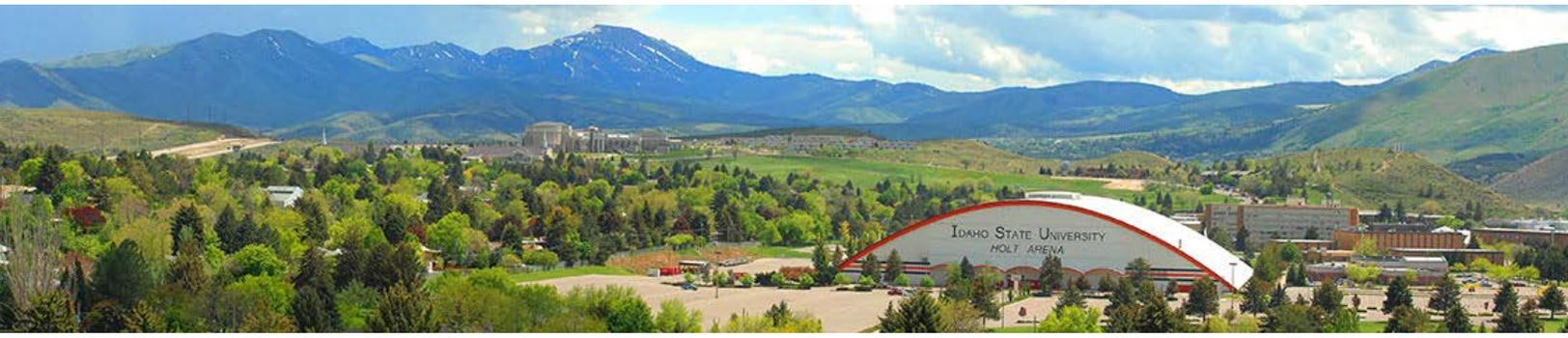
ABOUT IDAHO STATE UNIVERSITY

Idaho State University (ISU) combines exceptional academics amidst the grand natural beauty of the West. ISU faculty and students are leading the way in cutting-edge research and innovative solutions in the areas of energy, health professions, nuclear research, teaching, humanities, engineering, performing and visual arts, technology, biological sciences, pharmacy, and business. Named President in 2018, Kevin Satterlee has brought vision and excitement to ISU. His administration is one of passion, communication, and transparency for the benefit of not only the University but also its surrounding community. To read more, visit <https://www.isu.edu/>.

ISU, a Carnegie-classified doctoral research and teaching institution founded in 1901, has a low student to teacher ratio of 14:1. As a state leader in the health sciences, ISU offers widespread health services to the community, as well as multiple degrees in more than 50 health-related areas, including nursing, pharmacy, physical therapy, speech pathology, and physician assistant studies. In addition to significant offerings in health sciences, ISU offers a wide array of graduate programs through colleges in business, education, technology, arts and letters, and science and engineering. The education at ISU is filled with real-world experience; the \$2.3 million Career Path Internship program helps aid hundreds of students' career goals by pairing students with paid on- and off-campus internships. In their spare time, students can choose from more than 70 student organizations, enjoy nature through the Outdoor Adventure Center, or drive to Craters of the Moon National Monument & Preserve, Yellowstone/Grand Teton National Parks, or numerous state parks. The Stephens Performing Arts Center on the ISU campus is nationally ranked as one of the most impressive performance venues on a university campus. It is home to the Idaho State-Civic Symphony and is also host to numerous plays, concerts, recitals, and art performances.

Idaho State University, founded in 1901, attracts students and faculty from around the world to its four Idaho campuses. At the main campus in Pocatello, and at locations in Meridian, Idaho Falls, and Twin Falls, ISU offers access to high-quality education in more than 250 programs. Over 12,800 students attend ISU. ISU is the state's designated lead institution in health professions.

As an NCAA Division 1 school, ISU competes in the Big Sky Conference offering robust athletic programs to students such as basketball, cross-country, tennis, track and field, volleyball, softball, football, golf, and soccer. To read more, visit: <https://isubengals.com/>.



UNIVERSITY STRATEGIC GOALS

GOAL 1 GROW ENROLLMENT

Increase new degree-seeking students by 20% (+497) over the next five years.*

* Full-time certificate and undergraduate students and full and part-time graduate students.

Operational Strategies

- Emphasize relationships with high school faculty and advisors within ISU's service regions
- Provide opportunities for faculty/potential student interaction to encourage enrollment
- Communicate with managers and employees at local/regional public and private organizations to identify educational programs that would increase the potential for advancement and support professional development

GOAL 2 STRENGTHEN RETENTION

Improve undergraduate student retention rates by 5% by 2022.

Operational Strategies

- Increase faculty awareness of their students' academic progress by alerting them when a student is failing so they can work with the students to create strategies for student success
- Increase and market student support services that measurably increase retention
- Develop programs that encourage students to identify potential career paths

GOAL 3 PROMOTE ISU'S IDENTITY

Over the next five years, promote ISU's unique identity as Idaho's only institution delivering technical certificates through undergraduate, graduate, and professional degrees.

Operational Strategies

- Educate internal and external communities of the scope and benefits of ISU's offerings and research

- Promote ISU as providing an affordable, high-quality education that results in a high return on investment
- Demonstrate to communities the cost-benefits that emphasize what ISU brings to each community through education and research

GOAL 4 STRENGTHEN COMMUNICATION, TRANSPARENCY, AND INCLUSION

Over the next three years, ISU will continue building relationships within the university, which is fundamental to the accomplishment of all other objectives.

Operational Strategies

- Continue creating consistent opportunities to share ideas and reach mutual understanding
- Where identified, eliminate duplication of effort in business processes, programs, and services
- Use the Institutional Effectiveness and Assessment Council planning and advisory structure to continue increasing inclusiveness, providing information, and obtaining input and feedback from students, faculty, staff, and the community members

GOAL 5 ENHANCE COMMUNITY PARTNERSHIPS

By 2022, ISU will establish new partnerships within its service regions and statewide program responsibilities to support the resolution of community-oriented, real-world concerns.

Operational Strategies

- Partnerships will encompass a broad variety of relationships including academic to academic, ISU to business, and ISU to non-profit
- Identify and design educational programs that provide a service to the communities that ISU doesn't currently partner with
- Work with communities that have limited services and develop opportunities to create new partnerships

ABOUT THE COLLEGE OF EDUCATION

The College of Education is one of nine colleges at Idaho State University. There are four departments in the College - Organizational Learning and Performance; School Psychology and Educational Leadership; Sports Science and Physical Education; and Teaching and Educational Studies. The College has 40 faculty (27 tenured/tenure-track and 13 non-tenure track), 280 graduate students, 675 undergraduate students, 30 Career Path Internships, 120 Student Teachers, and 330 Professional Development Registrations.

The College of Education offers a wide array of graduate programs that are tailored to advance professional goals for those who aspire to be educator-leaders in schools, organizations, and sports. The undergraduate programs provide rich opportunities for students to individualize their academic path to becoming a professional educator in schools, organizations, and sport. Undergraduate and graduate programs are offered in face-to-face and online formats.

Undergraduate Programs:	Graduate Programs:	Undergraduate and Graduate Online Degrees:
Exercise Science	Ed.D. Educational Leadership	Business Education
Outdoor Education	Ed.S. Educational Administration	Family Consumer Sciences
Sport Management	M.Ed. Educational Administration K-12	Workplace Training and Leadership
Business Education	M.Ed. and Ed.S. School Psychology	MAT Master of Arts in Teaching
Family and Consumer Studies	M.P.E.-A.A. Athletic Administration	M.S. Human Resource Development
Workplace Training and Leadership	M.S.A.T. Athletic Training	M.Ed. Elementary Education
Early Childhood Education	M.S. Human Resource Development	M.Ed. Secondary Education
Elementary Education	M.Ed. Instructional Design and Technology	M.Ed. Educational Administration
Physical Education Teaching	M.Ed. Deaf Education	M.Ed. Instructional Design and Technology
Secondary Education	M.Ed. Elementary Education	Ed.S. Educational Administration
Special Education	M.Ed. Literacy	Ed.S. School Psychology
	MAT Master of Arts in Teaching	Ed.D. Educational Leadership
	M.Ed. Music Education	
	M.Ed. Secondary Education	

Through excellence in teaching, scholarship, and service, the College prepares and supports professionals who are ethical and reflective and known for the quality of their work. **Eighty-five percent of teachers and administrators stay in Idaho.** The College promotes a culture of caring, respect, and intellectual rigor; fosters collaborative relationships with the schools, communities, and professional organizations; and advances understanding of the professions they serve and the application of that understanding in practice.

In 2015, the College of Education was fully accredited by NCATE (now CAEP) and its programs were reviewed and approved by the Idaho State Department of Education. The preschool laboratory is accredited by the National Academy of Early Childhood Programs (NAEYC). The Bachelor of Music Education is accredited by the National Association of Schools of Music (NASM). The School Psychology programs (see Graduate School Catalog) are accredited by the National Association of School Psychologists (NASP). The Athletic Training Program (ATP) is accredited by the Commission on Accreditation of Athletic Training Programs (CAATE). The College of Education is also an institutional member of the American Association of Colleges for Teacher Education (AACTE).



THE OPPORTUNITY

Dean of the College of Education

Primary Purpose

Reporting to the Executive Vice President and Provost, the Dean is the senior academic and administrative officer of the College of Education. The Dean is a key player in the University's academic administration and is involved centrally in issues including strategic planning, budget, curriculum, facilities, and research. The Dean of the College of Education is an experienced scholar, educator, and leader who is primarily responsible for providing quality leadership for the College. The Dean represents the College and the University at local, regional, national, and global levels and provides outreach to rural and urban communities and underrepresented populations. Consistent with the mission and core themes of the University and the College's mission and vision, the Dean fosters a diverse, vibrant, and collaborative educational community. The Faculty of the College of Education views this as an exciting opportunity for the Dean to be instrumental in shaping the future of the University in a new era.

Key Responsibilities:

- Provide strategic leadership to enhance the College's impact on the local, regional, and national education landscape;
- Foster a collaborative, innovative, inclusive, equitable, and supportive culture in the College with students, staff, faculty, and administrators;
- Create an educational environment that supports student success;
- Communicate transparently and regularly with faculty and staff in the College, across the University, and with community partners;
- Support faculty scholarship, grants, and professional development;
- Manage and grow the financial resources of the College, including cultivation of long-term relationships with alumni, employers, donors, and other stakeholders;
- Establish and maintain strong relationships with partners across campus, community agencies, the PK-12 communities, and other stakeholders in Southeast Idaho and beyond;
- Provide leadership to ensure that CAEP, CAATE, NAEYC, NASM, and NASP accreditations and affiliations with appropriate professional and academic organizations are maintained and strengthened;
- Gain and maintain an understanding of the Idaho State Board of Education; the Department of Education; the state legislature; and undergraduate and graduate programs within the College (PK-12 Teacher & Administrator Certifications, Career & Technical Education, Human Resource Development, Instructional Technology, Sports Science & PE, School Psychology, and Higher Education Administration);

- Represent the College at University, community, and state functions (such as legislative sessions or meetings of the Idaho State Board of Education or Department of Education);
- Provide leadership for development, evaluation, and assessment of academic programs;
- Foster relationships with rural and urban communities and underrepresented/minoritized groups;
- Honor and support shared governance philosophy and procedures.

Qualifications:

Required:

- Earned Doctorate from a regionally-accredited institution in an appropriate field for the College;
- Minimum of 5 years of leadership experience with a record of successful management and administrative experience including managing personnel, knowledge of budgets, and the ability to prioritize resources;
- Demonstrated effectiveness in working in a diverse, multicultural environment, and a commitment to and experience with increasing diversity and inclusion of faculty, staff, and students;
- Experience with program assessment and accreditation;
- Strong communication, interpersonal, analytic, and decision-making skills;
- Demonstrated success in fostering collaborations within an academic environment and among external partners.

Preferred:

- A record of teaching, scholarly activity, and service for appointment as a tenured, full professor within the College;
- Experience with the recruitment and retention of a diverse student body;
- Demonstrated success in working with urban and/or rural communities, and underrepresented groups;
- Demonstrated success in fund-raising and generating alternative revenue sources;
- Recruiting, professional development, and retention of a diverse faculty and/or staff;
- Experience in strategic planning.



PROCEDURE FOR CANDIDACY

Confidential review of applications will begin immediately and continue until the position is filled; **parties who apply by December 2, 2019 will be given first consideration.** Please submit a PDF version of your complete curriculum vita/resume and a cover letter highlighting your interest in and qualifications for the position. To apply online, go to: <https://theapplicantmanager.com/jobs?pos=su174>

For more information or to offer recommendations or nominations:

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Idaho State University is committed to continually supporting, promoting, and building an inclusive and culturally diverse campus environment and strongly encourages applications from female and minority candidates.



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



POCATELLO AND SOUTHEAST IDAHO

Southeast Idaho is centrally located between Salt Lake City, Utah and the popular vacation destinations of Yellowstone National Park, Grand Teton National Park, Sun Valley, Idaho and Jackson, Wyoming. Southeast Idaho is often thought of as an outdoor lover's paradise with something for everyone. The hills and the spectacular northern Rockies around Pocatello are covered with mountain bike trails and provide access to outdoor activities such as camping, fishing, hiking, hunting, skiing, kayaking, and rock climbing.

Interesting facts about Pocatello and Idaho (information taken from <https://visitidaho.org/about-idaho/>):

- The city of Pocatello is located in Southeast Idaho and nestled at 4,448 feet in the western foothills of the Rocky Mountains along the Oregon Trail.
- The city of Pocatello is located just two hours from Salt Lake City and three hours from Boise.
- Pocatello has an unusually desirable four-season climate where clear, sunny, and dry is the norm.
- Residents of Pocatello enjoy the city's 32 parks, the Idaho Museum of Natural History, the Fort Hall Replica & Pocatello Junction, golf courses, a swimming complex, bike and hiking trails, a skate park, and Zoo Idaho.
- Bannock County has a population of 82,539 and the county seat is located in Pocatello, which is populated by nearly 55,000 residents.
- Based on average housing costs, utilities, healthcare, transportation, groceries, and other services, Idaho's cost of living is the second-lowest of the 11 western states.
- Idaho has a strong and diversified economy. Manufacturing and agriculture remain top industries while high-tech, tourism, retail, healthcare, business, and information services are growth sectors.
- According to FBI statistics, Idaho's crime rate is the lowest in the West. The rate of serious crime is 21.3 percent less than the national average.
- Idaho has more river miles than any other state, 3,100 miles.

For additional information on Pocatello and Southeast Idaho, please visit:

City of Pocatello Idaho: www.pocatello.us

Visit Pocatello.com: www.visitpocatello.com

Greater Pocatello Chamber of Commerce: www.pocatelloidaho.com