



CHICAGO STATE UNIVERSITY



POSITION PROFILE

Dean, College of Education

August 2022

In partnership with Summit Search Solutions, Inc.



ABOUT CHICAGO STATE UNIVERSITY

TOGETHER WE ARE EXCELLENCE IN MOTION

Chicago State University (CSU) is where excellence abounds. Welcoming and cultivating a diverse population filled with ardent ambition and bold dreams, CSU believes in determination and understands the value of hope, filled by unwavering commitment. CSU is where challenges become the catalysts for change, and where adversity transforms into achievement. CSU is proud to support the dedicated scholars of today on their journey to becoming the change-makers and leaders of tomorrow.

CSU students set a new standard for extraordinary. Many are reaching new heights within their families and communities as the first to attend college. Their life experiences, connections, and growth moments create a thriving student population that is ready to excel at every stage. Chicago State University is ranked by the Harvard economist in the top 4% of public and private universities nationwide in supporting its graduates' economic mobility.

Since 1867, CSU has built a reputation for diversity, equity, and inclusion. Today, as a nationally accredited university with eight colleges in Arts & Sciences, Business, Continuing Education, Education, Graduate Studies, Health Sciences, Honors College, and Pharmacy, CSU proudly supports students from 28 countries and 36 states on their life journey.

Today, CSU is located on a picturesque urban campus of 161 wooded acres on Chicago's South Side. The institution is housed in ten buildings and is strategically located to serve the populations who reside on the City's south side and beyond.

CSU is accredited by the [Higher Learning Commission](#).

VALUES

- Personal and academic excellence
- Personal, professional, and academic integrity
- Diversity, equity, and inclusion
- Leadership, service, philanthropy, social justice, and entrepreneurship
- Creative and innovative thinking and learning
- Pride in self, community, and the university
- Lifelong learning

VISION

Chicago State University will be recognized for innovations in teaching and research, community development, and civic engagement. We will promote excellence, ethical leadership, entrepreneurship, and social and environmental justice. We will embrace, engage, educate, propel, and elevate our students and community to transform lives locally and globally.

MISSION

Chicago State University transforms students' lives by innovative teaching, research, and community partnerships through excellence in ethical leadership, cultural enhancement, economic development, and justice.



Leadership



Zaldwaynaka (“Z”) Scott, Esq., unanimously elected by the Board of Trustees to serve as the 12th permanent president of Chicago State University, assumed the role on July 1, 2018.

President Scott oversaw the development and advancement of the CSU Strategic Plan 2020-2025, ensuring that the institution will lead with the mission of transforming of students’ lives through innovation and excellence in ethical leadership. She also supervised the launch of a historic re-brand of the University, putting into motion new brand assets and campaigns to revitalize the institution’s reputation and raise awareness among new stakeholders. President Scott is a well-known advocate for equity in higher education, having formed and co-chaired the Equity Working Group, a body of leaders from across the education, public, private, philanthropic, and community development sectors to formulate an action plan for addressing Black student access and success in Illinois higher education. Under President Scott’s leadership, Chicago State is moving in a positive direction with increased support from the state and private sector. It is a great time to get on board!

To read President Scott’s full biography, please click [here](#).

Strategic Plan

As the University works to reach higher levels in all aspects of teaching and learning, CSU recognizes that its human capital is the key to propelling this exceptional academic institution and its constituents to levels of success. [Click here](#) to learn more about the 2020-2025 Strategic Plan’s goals and objectives.



COLLEGE OF EDUCATION

The College of Education serves as the foundation upon which Chicago State University was built in 1867 as a Teacher's College. Representative of an extremely diverse set of programs, the College can support students on their pathway to achieving their individual career goals. A common aspect of all the programs is a commitment to educator preparation for a variety of settings.

While many of the programs lead to endorsement and educator licensure in the State of Illinois, the College also has programs in recreation, higher education, and information science. As a Predominantly Black Institution (PBI) the focus is on meeting the needs of students through coursework and programs that demonstrate an understanding of and a commitment to diversity. Integrating a social justice lens into the educational curriculum is crucial to the mission and identity of the College, the institution and the community of South Side, Chicago.

The College has 31 full-time faculty, including three department chairs directing 10 different majors. The College has an approximate enrollment of 400+ students including 281 students at the masters and doctoral levels. The College offers endorsements, certificates, undergraduate and graduate degrees.

[Click here](#) to view the College of Education Organization Chart.

Departments

- Education Studies
- Advance Studies in Education
- Health Education, Physical Education, and Recreation

Centers

The College of Education houses several Centers that provide services for students, faculty and staff. These Centers are directed to various campus, student and community stakeholders. Since the inception of the College's Centers, the mission has focused on outreach to CSU's students and support for faculty in research.

- Community Outreach and Field Placement Services (COFPS)
- Dr. David Kanis Child Development Center
- Licensure Office
- Pearson Vue Testing
- Teacher Development Center

VISION

The College of Education prepares, supports, and empowers students to become educational leaders and change agents who transform and improve the lives of others.

MISSION

The College of Education's mission is to provide quality programs aligned with the principles of social justice and equitable practices supported by wrap-around services that address the needs of students. Scholarly research, advocacy, partnerships, and innovation highlight the college's approach to teaching and learning.

Accreditation

All programs are approved by the Illinois State Board of Education and approved by the Illinois Board of Higher Education.

The College of Education has been accredited by the National Council for Accreditation of Teacher Education (NCATE) from 1954 -2019, now known as CAEP (Council for the Accreditation of Educator Preparation). CSU withdrew from CAEP in 2019.

- CSU is accredited by the Higher Learning Commission of the NCA of Colleges and Schools.
- All licensure programs approved by the Illinois State Board of Education (ISBE).
- All programs with national professional association standards are fully compliant.
- Ed.D. in Education Leadership approved by IBHE in June 2004 and by NCA in April 2005.
- Superintendent Endorsement Program, adding Type 75 Licensure for doctoral students, is approved by ISBE.
- M.S. in Library Science degree is accredited by the American Library Association (ALA).
- B.S. in Recreation accredited by the Council on Accreditation of Parks, Recreation, Tourism and Related Professions (COAPRT).

History

In 1867 in a leaky railroad boxcar, a normal school, Teacher Training School was formed. Over the next 150 years, this school grew from Chicago Normal School to Chicago Teachers College, and eventually to Chicago State University (CSU). Up until 1967, there were two branches of Chicago Teachers College: North Branch and South Branch. The North Branch became Northeastern Illinois University, and the South Branch became Chicago State University.

The Chicago Normal College was the preeminent institution for progressive education, with faculty and students coming from all over the country and world to see how the curriculum was being formed and implemented. During the 1930s, the College was at the forefront of Special Education curricular development. Furthermore, the institution acknowledged the need for partnering with countries and universities on the African continent. It has worked with students and faculty from Ethiopia, Ghana, Kenya, Nigeria, and South Africa.

CSU started as a predominantly white institution, with many of its students coming from the north side of Chicago. As the Ellis Island of universities, it has been a port of entry for many immigrant and non-White students. It is the first university in Chicago to unconditionally accept African American students, and it is the only public university on the south side of Chicago. When speaking to alumni, most of them have said that CSU was the only institution of higher education that would accept African Americans. Even the community college system stayed segregated until the 1960s, while CSU accepted students of all ethnicities during the 1920s.

The College of Education has been a pioneer in teacher preparation for underserved students. The College continues to be one of the largest educators of Black teachers in the region.





THE OPPORTUNITY

Dean, College of Education

The Dean of the College of Education will have an extraordinary opportunity to advance the College's mission, to enhance its support for excellence in teaching and research, to advance the creative new program development, while positioning the College to succeed in a dynamic and highly competitive environment in teacher education and information studies. The Dean will lead the College to higher levels of achievement and demonstrate a spirit of innovation, a participatory leadership philosophy, and a deep commitment to the mission of CSU.

As the chief academic officer, the Dean is responsible for the implementation of all academic programs. In addition, the Dean is responsible for strategic planning, assessment of student learning, accreditation, student and faculty recruitment, resource development, engagement of stakeholders in the life of the College, and allocation and representation to external entities. Reporting to the Provost/Senior Vice-President for Academic Affairs, the Dean will engage faculty, staff, and students in the development and implementation of a bold and exciting strategic vision that will advance the College's mission in education, equity, service, scholarship, and research. The Dean will work collaboratively with faculty colleagues, staff, and students to increase research activity, support community engagement, and develop new partnerships and initiatives.

The new Dean will assume this role at a critical juncture for the College of Education. The faculty and staff seek a seasoned leader who will commit to the College's long-term growth and stability. The Dean will have an opportunity to:

- Work with faculty to articulate a compelling vision and implement plans that will support continuous improvement in ways that address both current and future demands.
- Foster an environment of openness, communication, and collaboration within the College.
- Operationalize the values of shared governance and transparent communication with chairs and faculty while setting clear expectations and accountabilities.
- Enhance student recruitment, enrollment, and retention.
- Identify ways to continue to enhance the College's revenue and funding.
- Advocate for the College's interests within and outside the University; engage and serve the local and regional educational community; and establish and maintain excellent relationships with the state and local education administrators and advocates, local schools, and the community of teachers and school administrators.

The selected candidate will start in January 2023 or in Summer 2023.

The Position

The Dean, reporting to the Provost and Executive Vice President for Academic Affairs, oversees the operations of the College of Education (COE) to enhance its visibility, effectiveness, and impact. As chief academic officer of the College, the Dean is responsible for the academic, personnel, financial, and administrative affairs of the College. The Dean is also responsible for communicating the vision and goals of the College to community and professional constituencies and seeking public and private funds to support the goals of the College.

Expectations are that the Dean:

1. Leads the development, implementation, and evaluation of the strategic plan for COE.
2. Exercises management responsibility for academic program planning, fiscal, personnel, and administrative affairs of COE.
3. Demonstrates awareness of current local, national, and international trends and opportunities in education to advance the College.
4. Leads the faculty in governance, promoting a culture of excellence, ethics, service, and continuous improvement.
5. Fosters and supports a climate of research and innovation to impact education outcomes in all levels of education (PK-12 and post-secondary).
6. Leads the recruitment and retention efforts of high-caliber, diverse student populations.
7. Leverages the unique strengths of Chicago State University to build reciprocal community relationships.
8. Leads recruiting, hiring, and retention efforts for highly qualified faculty and staff; complies with collective bargaining contracts.
9. Promotes and supports professional development and innovation to ensure competence and effectiveness of COE faculty, staff, and graduates.
10. Directs national or state accreditation and certification, assessment and ongoing program development of academic programs.
11. Sustains productive working relationships with faculty, students, university administrators, alumni, and the broader community on interdisciplinary and collaborative projects.
12. Leads effective fiscal management of public and private funding for the College and expands alternative revenues to enhance the College.
13. Serves as the professional liaison with government and professional agencies and associations.
14. Demonstrates commitment to shared governance; commitment to innovation and the use of diverse technologies for teaching and learning; commitment to inter-professional education and administrative flexibility; and a strong commitment to developing and sustaining community partnerships.
15. Incorporates student leadership, experience and expertise into instruction, governance and decision making. Embracing the value of the lived experience of CSU students, most of whom come from the community in which the university is situated.
16. Continues building a faculty of distinction.
17. Acts as the "face and voice" of the College.

Qualifications of the Ideal Candidate:

EDUCATION

- Ph.D. or Ed.D. from a regionally accredited university.
- Academic credentials which merit appointment to the rank of Professor in the College of Education at CSU.

EXPERIENCE

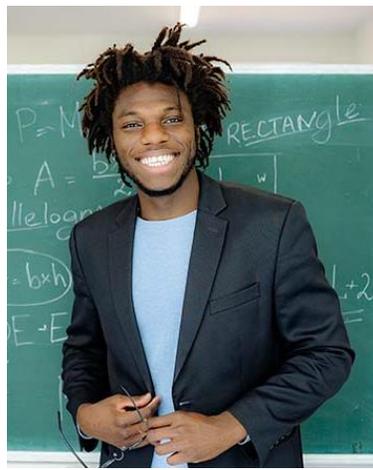
- A record of administrative leadership in a related academic setting. Union experience is preferred.
- A distinguished record of research, teaching, and scholarly accomplishment.
- Ability to build and strengthen relationships with accreditors, regulatory agencies, associations, and other institutions of higher education at the state and national levels.
- History of commitment to urban education and a record of impactful community engagement through research and/or practice.
- Record of innovation, strategic growth, and creative thinking and problem-solving.
- Record of success fostering a diverse, equitable, and inclusive educational environment for students and faculty.
- Financial acumen and budgetary expertise, including strategic resource allocation, grant management, and public funding.
- History with and knowledge of the administrative operations of a College of Education such as admissions, financial aid, accreditation, student affairs, planning and budgeting, faculty and curriculum assessment, information technology, etc.
- Success in recruiting, retaining, and mentoring faculty, and supporting them in their research, teaching, clinical, and administrative endeavors.
- Record of fostering collaborations and relationships across disciplines and organizational units.
- Experience in and an aptitude for fundraising; the ability to contribute to and lead development efforts and other extramural funding activities.

- Ability to be a spokesperson for the College and CSU and to be diplomatic, persuasive, and credible to a wide variety of audiences.
- Experience in the use of diverse technologies for teaching and learning.
- History and professional reputation for work and leadership with ethics and integrity.

PERSONAL CHARACTERISTICS

- Demonstrated passion for excellence in all aspects of the College of Education mission, including research, education, community engagement, and public service.
- Dedication to the mission of a minority-serving institution.
- Inclusive, collegial, collaborative, and transparent leadership style. The ability to inspire others.
- A management style that balances personal accountability with the delegation of authority necessary for operational efficiency and to build highly effective teams.
- Demonstrated commitment to shared governance.
- Courage to make principled and bold decisions that both honor and challenge tradition.
- Organizational sophistication and demonstrated success in managing change.
- Demonstrated desire and ability to develop leadership potential in others.
- Intellectual curiosity.
- Demonstrated capacity and commitment to understand, appreciate, and champion interests beyond one's own.
- Ability to build consensus and connect people, ideas, and initiatives.
- Highly effective interpersonal and communication skills. Commitment to frequent and transparent communication.





PROCEDURE FOR CANDIDACY

Confidential review of applications will begin immediately and continue until the position is filled; parties who apply by **October 10, 2022**, will be given first consideration. Please submit your CV and cover letter outlining your interest in and suitability for this position. To apply online, go to: <https://theapplicantmanager.com/jobs?pos=su314>

For more information or to offer recommendations or nominations:

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CSU is an Equal Opportunity Institution committed to cultural, racial, and multi-ethnic communities and compliance with the Americans with Disabilities Act. Persons who need reasonable accommodations under the Americans with Disabilities Act to participate in the application process should contact the Office of Human Resources at 773-995-2040 or HR@csu.edu.



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CHICAGO, ILLINOIS

Few cities in the world can match the character and culture of Chicago. Visitors and residents alike find world-class dining, museums, entertainment, and striking architecture in the largest and most visited city in the Midwest.

Chicago is the third-most populous city in the United States, with approximately 2.7 million residents. The city is traversed by the Chicago and Calumet rivers, and with many parks and green spaces, the city offers stunning natural beauty along with an urban landscape. Lake Michigan offers a wonderful escape, and Chicagoans can stroll the shoreline, play volleyball, bike, or jog along the lakefront. The Chicago Park District consists of 552 parks with over 7,300 acres of municipal parkland. There are thirty-three sand beaches, two world-class conservatories, sixteen historic lagoons, and ten bird and wildlife gardens.

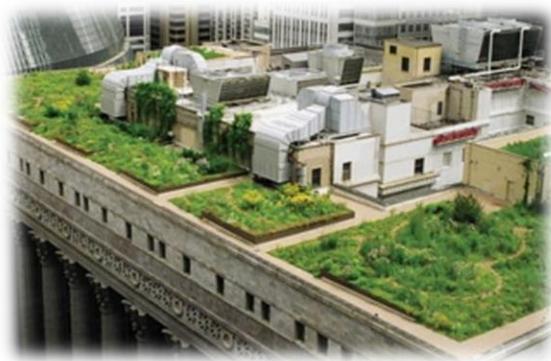
As a multicultural city that thrives on the harmony and diversity of its neighborhoods, Chicago embodies the values of America's heartland - integrity, hard work, and community - and reflects the ideals in the social fabric of its 77 distinct neighborhoods. Some popular communities to explore in Chicago include Greektown, Chinatown, Ukrainian Village, and Little Italy.

- Chicago has one of the most inclusive LGBTQ+ communities in the nation. It was named "**City of the Year**" by *GayCities.com*.
- *Time Out* magazine ranked Chicago the **best city in the world** in 2018.
- Chicago is recognized across the United States as a passionate sports town with professional teams such as Chicago Bears, Blackhawks, Bulls, Fire, Cubs, and White Sox.

The dining choices in the Chicago area are as diverse as the people are, and everything from ethnic food to contemporary and innovative dining can be found. The city is home to twenty-three Michelin-starred restaurants. *Saveur* magazine even dubbed Chicago "America's New Culinary Star."

Chicago has long been known for theatre, from big productions at landmark venues in Chicago's downtown Theatre District to experimental works at small storefront theaters in outlying neighborhoods. When it comes to music, there are live performances of every kind every night of the week, although jazz and blues have a special place in the city's cultural history.

Chicago is a travel hub, which means it is easy to get to and from anywhere in the country or the world. Chicago is served by Midway International Airport on the south side and O'Hare International Airport, the world's third busiest airport, on the far northwest side. Once one is in Chicago, there are many convenient options for getting around, from bike paths and L trains to buses and cabs.



For additional information on Chicago, please visit:

<http://www.choosechicago.com/>

<http://www.cityofchicago.org/city/en.html>

