



# POSITION PROFILE

**Assistant Professor of Early Childhood Education**  
**Fall 2023**



*This search is managed in partnership with Summit Search Solutions, Inc.*



## UNIVERSITY OF WYOMING

Nestled amid the beauty of two mountain ranges in southeastern Wyoming, you will find the nationally recognized teaching and research institution, the **University of Wyoming (UW)**. Established as a land-grant institution in 1886 when Wyoming was still a territory, UW has since grown to nearly 200 areas of study, drawing approximately 12,000 students from all 50 states and 83 countries. UW is known for its accomplished faculty and world-class facilities, its low student/faculty ratio, and quality undergraduate and graduate programs within its colleges of Agriculture, Life Sciences and Natural Resources, Arts & Sciences, Business, Education, Engineering & Physical Sciences, Health Sciences, Law, and the Honors College, as well as the School of Energy Resources, School of Computing, and the Haub School of Environment and Natural Resources. To learn more: <http://www.uwyo.edu>

Throughout its existence, UW has been the only four-year public university in the state of Wyoming, though it maintains close relationships with the state's eight community colleges. UW's global impact begins with innovative undergraduate and graduate research opportunities and extends through state and federal partnerships and recent initiatives such as the Wyoming Institute for Humanities Research, the School of Energy Resources, and the School of Computing. UW has played important roles in the lives of students, Wyoming residents, and communities for 137 years and has been:

- Recognized by *Forbes* in 2019 as "One of America's Best Value Colleges".
- Rated as a "Top 15 Outdoor Adventure College" by *Outside* magazine.

Furthermore, Wyoming ranked #4 in the *U.S. News and World Report's* "Best States for Higher Education".

The University community is working collaboratively to help the University reinforce and strengthen its reputation as it adapts to changing economic factors in the state and beyond. The University's strategic roadmap, "[Forward for Wyoming 2023+: A Strategic Plan for the University of Wyoming](#)," demonstrates that it is an exciting time to be a part of UW as the institution embarks on ambitious and impactful initiatives.

**Location:** Located in Laramie, Wyoming, a town of more than 31,000 with a unique blend of sophistication and Western hospitality, UW not only provides an environment for success but also offers varied academic and lifestyle opportunities. Named the "#1 Small College Town in America" by *College Value Online*, Laramie boasts a low cost of living with no state income tax, incredible outdoor recreational opportunities, an eclectic downtown area, and a great public school system.





## COLLEGE OF EDUCATION

The College of Education shares in the land grant mission of the University of Wyoming and maintains an abiding commitment to the ongoing growth and vitality of educators and counselors across Wyoming. In this context, the College provides outstanding research-based programs leading to initial licensure and certification for the teachers, counselors, and leaders in Wyoming's schools and mental health counselors in Wyoming's rural communities. As importantly, the College's programs provide essential support for teachers and counselors across the arc of their careers.

The College of Education develops and delivers cutting-edge instruction and professional support across Wyoming's expansive geography. The state's small population and long distances between scores of small towns and cities provide unique opportunities for innovation in teaching and learning across vast rural areas. The College's work reflects this by incorporating globally innovative forms of competency-based learning, mentoring through communities of practice, and college and career readiness pathways.

The College's role in the state presents a singular opportunity for scholars committed to the large-scale impact of their scholarship while also providing a significant responsibility to be knowledgeable, engaged actors through their work and programs. As the only four-year, public institution in the state, members of the College of Education community bear the substantial weight of connecting research to practice informing policy and action directly. No university in the country enjoys such immediate access to the state-level policy environment.

The College has over 1,100 students studying across four baccalaureate program areas and eight graduate programs offering MS, Ph.D., and Ed.D. degrees, along with a range of post-graduate certificates in Counseling and Education. More than 50 full-time faculty, 20 professional staff, and 15 graduate assistants bring these programs to life. The College is home to the [Wellspring Counseling Clinic](#), the [Science & Mathematics Teaching Center](#), the [Literacy Research Center and Clinic](#), the UW [Early Care and Education Center](#), the [Trustees Education Initiative](#), the [Wyoming Early Childhood Outreach Network](#), and the [Wyoming School-University Partnership](#). The College has more than 24,000 living alumni. More than 3,300 currently work in [Wyoming's public schools](#).

The College of Education is currently led by the John P. Ellbogen Interim Dean, [Jenna Shim](#). Shim, a professor in the School of Teacher Education, has served as the associate dean for academic affairs and graduate studies in the University of Wyoming's College of Education for the past three years. She joined the UW faculty in 2009 and also has served as associate director in the School of Education; program coordinator for the English as a Second Language (ESL) graduate program in the School of Teacher Education; and founder of the annual Wyoming ESL and DLI (dual language immersion) Conference.

# THE OPPORTUNITY

The University of Wyoming (UW) invites applications and nominations for Assistant Professor, Early Childhood Education. This position is a 9-month, full-time, tenure-track position. UW seeks a collaborative, creative, dynamic scholar with a commitment to early childhood education. The Assistant Professor will join a vibrant, growing faculty and newly established program that is moving toward national prominence in early childhood education. This position supports the College of Education's emergent Early Childhood Education BA program and its Birth to Five, Birth to Eight, and Early Childhood Special Education endorsements.

The Assistant Professor reports to the School of Teacher Education Director and will be charged with promoting a robust research and teaching agenda and will support the design and launch of an undergraduate degree in early childhood education. The Assistant Professor will collaborate with the University's [Early Care and Education Center](#), an on-campus, state-of-the-art facility serving University families as well as the Laramie County community.

The Assistant Professor will partner with the Wyoming Early Childhood Outreach Network (WYECON), which was established by the University of Wyoming Board of Trustees Education Initiative, in 2014. Through its delivery of professional development opportunities for early childhood education, WYECON focuses on elevating the early childhood education workforce and improving the quality of learning opportunities for young children in the state, facilitating collaboration and strengthening ties with school systems, Head Start centers, home-based childcare providers, and early childhood development centers.

This position provides vital support to campus customers and requires the successful candidate to be available to work on campus.



#### MINIMUM EXPERIENCE/CREDENTIALS REQUIRED:

- An earned Ph.D./Ed.D. in Early Childhood Education or a field closely related to Early Childhood Education.
- A strong interest in and commitment to early childhood education.
- Successful experience and interest in teaching across multiple instructional modalities.
- A commitment to innovative teaching approaches that result in improved student learning.
- An ability to manage a teaching load of 15 credits per academic year.
- Evidence of an established line of empirical research in early childhood education.
- An ability to work with varied stakeholders and successfully partner across the university community.
- Commitment to diversity, equity, and inclusive excellence in all aspects of teaching and learning.
- Valid driver's license with a motor vehicle record (MVR) that is compliant with the [University Vehicle Use Policy](#).

#### PREFERRED ADDITIONAL QUALIFICATIONS:

- A background in early childhood education and/or early childhood special education.
- Experience with online education and/or instructional design in this space.
- Experience with developing course materials and syllabi, assisting with lecture training, conducting research, and attending conferences.
- An understanding of NAEYC accreditation standards.
- Experience with student supervision.
- Experience with a variety of early education programs, for example, TANF, Head Start, school district programs, and center-based childcare.
- A record of publications in early childhood education.
- An understanding of/experience with grant writing/funding.

The University of Wyoming invites diverse applicants to consider its employment opportunities. UW is especially interested in candidates who have experience working with diverse populations and/or diversity initiatives.

UW offers a competitive salary and strong benefits including a retirement plan with a 14.19% University contribution (based on gross salary), excellent leave plans, (vacations, sick days, and holidays), a tuition waiver program, a recreation center discounted membership opportunity, and a variety of on-campus dining and banking services.





## PROCEDURE FOR CANDIDACY

The University of Wyoming, in consultation with Summit Search Solutions, Inc., will begin a confidential review of application materials immediately and continue until the position is filled; **parties who apply by October 20th will be given first consideration.** Please submit a CV/resume and a letter that describes your interest and related qualifications/experience, upon application. All applications and nominations will be held in confidence. To apply online, go to: <https://theapplicantmanager.com/jobs?pos=su374>

### For more information or to offer recommendations or nominations:

#### Tammarah Townes

Senior Consultant

Summit Search Solutions, Inc.

Direct: (302) 388-9480

[ttownes@summitsearchsolutions.com](mailto:ttownes@summitsearchsolutions.com)

#### Beth Baldino

Senior Consultant

Summit Search Solutions, Inc.

Direct: (828) 216-6606

[bbaldino@summitsearchsolutions.com](mailto:bbaldino@summitsearchsolutions.com)



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

*Members of under-represented groups are encouraged to apply. The University's policy has been and will continue to be, one of nondiscrimination, offering equal opportunity to all employees and applicants for employment without regard to race, gender, religion, color, national origin, disability, age, protected veteran status, sexual orientation, gender identity, genetic information, creed, ancestry, political belief, pregnancy, or other status protected by state and federal statutes or University regulations. The University's nondiscrimination policy applies to all matters relating to its education programs and activities including recruiting, hiring, training, compensation, benefits, promotions, demotions, transfers, and all other terms and conditions of employment. To review the [EEO is the Law Poster](#) and its [Supplement](#), please see [The Diversity & Fairness page](#).*

*Pursuant to Wyoming State law, W.S. 19-14-102, as amended, an honorably discharged veteran who has been a resident of the state of Wyoming for one (1) year or more at any time prior to the date when the veteran applies for employment, or any surviving spouse who was married to such veteran at the time of the veteran's death, who is receiving federal survivor benefits based on the veteran's military service and is applying for employment, shall receive an interview preference during the applicant screening process with the University of Wyoming. At the time of application, the applicant must possess the business capacity, competency, education or other qualifications required for the position. If disabilities do not materially interfere with performance of job duties, disabled veterans will be given preference over able-bodied veterans. **Appropriate documentation of veteran status must be provided at the time of application as outlined in the application process.** No preference will be given to a veteran currently employed by a public department.*

*The University of Wyoming conducts background investigations for all final candidates being considered for employment. Offers of employment are contingent upon the completion of the background check.*

*Applicants with disabilities may request accommodation to complete the application and selection process. Please notify Human Resources at least three (3) working days prior to the date of need.*



## LARAMIE, WYOMING

Laramie is filled with hospitality, entertainment, and excitement while providing a neighborly atmosphere and warm small-town feel with a multitude of amenities and entertainment. The name “Wyoming” conjures up visions of the Old West as few others can. Laramie features a historic downtown, prairie and mountain vistas, rodeos, guest ranches, and more. Surrounded by the great outdoors, Laramie is also southeastern Wyoming’s center for arts events, with a lively music and theater scene, art exhibitions, festivals, and a variety of other entertainment. And don’t forget all the sports activities at the university and K-12 levels.

### ***Interesting Facts:***

- Also known as the “Gem City of the Plains,” Laramie is located in the southeastern part of Wyoming approximately 45 miles from the state capital, Cheyenne, and 130 miles from Denver, Colorado.
- Laramie sits at 7,200 feet above sea level in the Laramie River Valley surrounded by the Medicine Bow National Forest, the Laramie Mountains, and the Snowy Range.
- Laramie has a 6% sales tax, but does not have a state income tax or state inheritance tax.
- Laramie offers a variety of outdoor adventures with more than 250 days of sunshine per year.
- The quality of life and amenities Laramie has to offer brings several types of industries to the area including technology companies and academia.



About 20 minutes east of Laramie, the Vedauwoo Recreation Area boasts some of the best rock-climbing in the country. You can photograph abundant wildlife, dramatic mountain scenes, and jumbled rock formations. And with more than a hundred mountain biking trails, the Laramie area provides a paradise for exploration on two wheels. Whether you prefer walking or hiking; camping or day trips; fishing or hunting; mountains, lakes, rivers, or trails – Laramie offers something for everyone. Families will find fun and exploration close to town, while backpackers and sportsmen can spend a week in the high country of the Medicine Bow Mountains. And as a winter snow enthusiast, you can escape the crowds by exploring the hills, forested glens, and rolling meadows of the Snowy Range from the back of a snowmobile or on downhill or cross-country skis. Laramie is one of Wyoming’s favorite playgrounds!

***For more information on Laramie please visit:***

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- Visit Laramie, <http://visitolaramie.org/>
  - Laramie Chamber Business Alliance, <http://laramie.org/>
  - Laramie Main Street <https://laramiemainstreet.org/>