



**POSITION PROFILE**  
**DEAN OF THE WATSON COLLEGE OF EDUCATION**  
**2023**



**The University of North Carolina Wilmington (UNCW), a public doctoral research institution, seeks an experienced visionary, strategic, and collaborative leader to serve as the Dean of the Watson College of Education.**

Located in the coastal historic town of Wilmington, North Carolina, UNCW is a member of the 17-university campus system of the University of North Carolina and has been ranked as one of the best public national universities in the state and the nation, according to the “2023-24 Best Colleges” rankings from *U.S. News & World Report*.



# ABOUT University of North Carolina Wilmington

## MISSION

*The University of North Carolina Wilmington, the state's coastal university, integrates teaching and mentoring with research and service. UNCW's commitment to student engagement, creative inquiry, critical thinking, thoughtful expression, and civic responsibility defines the student experience. Graduates of our undergraduate, master's, and doctoral programs are prepared to serve the needs of local, state, and global communities.*

## STRATEGIC PLAN PILLARS

- ❖ Unparalleled opportunities
- ❖ Nationally prominent programs
- ❖ Community commitment
- ❖ World-class operations and infrastructure

Each of the four pillars listed above is linked to 18 key strategic priorities for the next 10 years. [Click here](#) to learn more about UNCW's 10-year strategic plan, launched 2023-24.

## UNCW Transforms Lives

UNCW is a large public institution with a private feel. Located on a 650-acre campus in the beautiful historic city of Wilmington and just minutes from the beach, UNCW provides a community within a community. It offers a high-quality education, cutting-edge research, a supportive environment, career opportunities, sports, and arts to its students.

It is an exciting time to join UNCW as the university was recently elevated to doctoral status with high research activity (Research 2 University). UNCW offers an array of programs at the baccalaureate, masters and doctoral levels. The academic programs are housed in the **Cameron School of Business**, the **College of Health and Human Services**, the **College of Humanities, Social Sciences, & the Arts**, the **College of Science and Engineering**, the **Watson College of Education**, and the **Graduate School**.

## FACTS

- Founded in 1947.
- Joined the UNC System in 1969.
- Nearly 18,000 students, approximately 2,580 faculty and staff, and an estimated 100,000 alumni.
- Earned Carnegie Classification as a doctoral university with high research activity in 2018, a testament to its focus on expanding research.
- In 2019, UNCW became the first university in the nation to offer a B.S. in coastal engineering.
- UNCW fields 8 men's and 10 women's NCAA Division I teams.



## ACCOLADES

- UNCW has been ranked by *U.S. News & World Report* for the past three years as **one of the best public national universities in the nation and state**.
- UNCW is featured in the 40<sup>th</sup> edition of *Bestselling Fiske Guide* which highlights the 'best and most interesting colleges and universities.'
- UNCW is included among *U.S. News and World Report's* **top 20 best online bachelor's degree programs in 2023**, ranking 18<sup>th</sup> nationally.
- UNCW is featured on the *Princeton Review's* list of "Best Southeastern Schools."
- UNCW was ranked 19 on the "Best for Vets 2023 Colleges" list of 325 private and public institutions, making it the top-ranked North Carolina school in this category.

## SEAHAWK RESPECT COMPACT

In the pursuit of excellence, UNC Wilmington actively fosters, encourages, and promotes inclusiveness, mutual respect, acceptance, and open-mindedness among students, faculty, staff, and the broader community. [Read more](#).

## ACCREDITATION

University of North Carolina Wilmington is accredited by the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) to award bachelor's, master's, and doctoral degrees.

[Click here](#) to stay up on the latest news posts for UNCW.



# ABOUT The Watson College of Education

UNCW's Watson College of Education (WCE) prepares professionals to succeed in virtually any setting where teaching and learning occur, from preschool through higher ed, and in the workplace. WCE students graduate with exceptional skills, knowledge, and the power to change lives because of the high-quality programs, extensive field experiences, strong ties to partners in the community, a collaborative learning environment, and faculty with an unwavering commitment to its students' success.

The **Watson College of Education** is home to more than 1,190 students with 108 faculty and staff engaged in teaching, research, and service. WCE offers undergraduate programs for future teachers at all grade levels from Pre-K through high school, with many specializations from which to choose. The College is home to six minors, including interdisciplinary programs in leadership, online teaching, and esports. Graduate programs are offered for future K-12 educators, and credentialed teachers looking to improve knowledge and expertise in a given field such as school administration; curriculum and instruction; leadership, policy and advocacy; higher education; evaluation and organizational learning; and instructional technology.



On-campus centers provide authentic learning opportunities for students with firsthand pedagogical and technical support. Robust partnerships connect students and faculty with teachers, schools, businesses, and community organizations throughout the region.

The **Betty Holden Stike Education Laboratory** is a prime example of one of those entities and a critical component of teacher education programs. Through the on-campus lab, students across multiple grade levels (K-8 as well as special education) practice the methods they are learning in their courses one-on-one with a child. Through this applied learning experience, students develop lesson plans, work with parents, and customize instruction to each child's unique needs and goals while receiving coaching, mentoring, and support from the Ed Lab's team of experienced educators.



## WCE MISSION AND VALUES

The *mission* of the Watson College of Education is to develop knowledgeable and proficient education professionals dedicated to improving schools and society by:

- Providing academically rigorous programs;
- Producing and using meaningful scholarship;
- Partnering with schools, organizations, and diverse communities;
- Advancing the profession.

WCE's mission is predicated on the following set of *values*:

### Advocacy

*Advocacy to improve schools and society is an obligation of education professionals.*

### Diversity

*Recognizing and utilizing the value of difference is a requisite to maximize human development.*

### Ethics

*Education professionals must uphold ethical standards to ensure just and respectful educational practices.*

### Global Perspectives

*Understanding global perspectives and practices inspires connections to erase the boundaries that divide us.*

### Innovation

*Generating and adopting innovations is imperative to meet the changing needs of society.*

### Inquiry

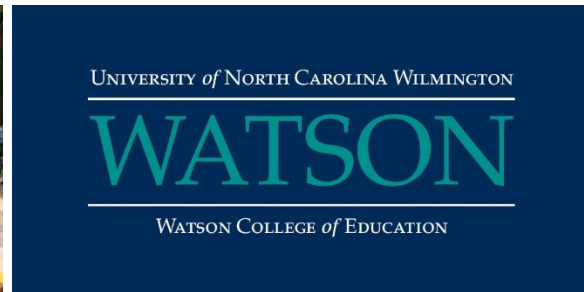
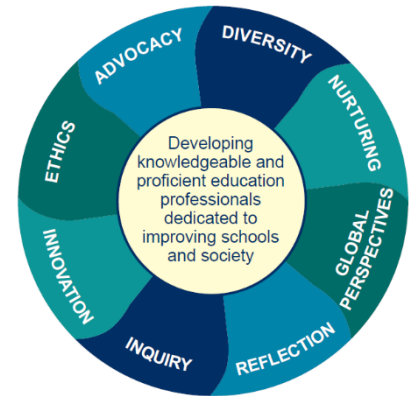
*A lifelong attitude of inquiry is at the core of transformative education.*

### Nurturing

*The development of nurturing environments is essential for growth, positive relationships, and new ideas.*

### Reflection

*Continual reflection is critical for learning, growth, and change.*





# ABOUT

## The Dean of the College

### LEADERSHIP

The UNC System Office, located in Raleigh, NC, houses the offices of the president and senior administrative staff for the system. This core administrative staff executes the policies of the UNC Board of Governors and provides system-wide leadership and support. Administered by the president and overseen by the UNC Board of Governors, each campus in the UNC system is headed by its own chancellor and board of trustees.

**Dr. Aswani K. Volety**, an experienced leader in higher education with deeply rooted connections to UNCW, returned to the institution on July 1, 2022, as the seventh Chancellor. Chancellor Volety previously served as the Dean of UNCW's renowned College of Arts and Sciences and the Executive Director of the Center for Marine Science. Most recently he served as the Provost and Vice President for Academic Affairs at Elon University. Dr. Volety graduated from the College of William & Mary with a Doctorate in Marine Science. He received his master's degree in zoology with a specialization in marine biology and his Bachelor of Science from Andhra University in India.

**Dr. James "Jamie" Winebrake** was named provost of the University of North Carolina Wilmington in 2020, after serving as Dean of the College of Liberal Arts at the Rochester Institute of Technology (RIT) for more than nine years. He holds a bachelor's degree in physics from Lafayette College, a master's degree in technology and policy from MIT, and a Ph.D. in energy management and policy from the University of Pennsylvania.

The Watson College of Education seeks an innovative, strategic, visionary leader to serve as the chief academic officer responsible for overseeing all programs and services housed within the college.

This opportunity comes at an exciting time in UNCW's evolution, as the institution begins the implementation of a 10-year strategic plan that will direct priorities and resources. The next Dean will build on a firm foundation to lead the college to new success in future opportunities by revisiting and affirming the strategic directions that have been collectively developed over the last several years. The Dean will guide the Watson community in an exploration of new possibilities to enhance student learning, community engagement, and research, as the college continues to respond to and anticipate the needs of southeastern North Carolina.

Reporting to the Provost, the Dean has authority and responsibility for personnel, faculty, staff, budget, and all facilities of the college. More broadly, the Dean will:

- Facilitate the development of a unifying vision and strategic direction for the college;
- Provide leadership for the attainment of organizational effectiveness, assuring coordination of all components of the college;
- Engage faculty, staff, and students in discussions of all important collegiate issues and ensure a positive, high-quality working environment;
- Convene strategic discussions about future academic directions of departments, centers, programs, and the college itself;
- Advocate for the college, especially by joining the university-wide processes in strategic, budget, and facilities planning, to position the college favorably in the university's broader strategic direction;
- Raise private funds for scholarships, professorships, programs, facilities, and other college needs;
- Play a key oversight role in accreditation, program review, and other processes that are important for the continuous improvement of the college's activities.

The Dean also acts as Superintendent for UNCW's laboratory school, the [D.C. Virgo Preparatory Academy](#), a K-8 year-round public school serving more than 200 students and their families in downtown Wilmington. The Academy offers opportunities that extend to the UNCW campus and broader community.

## QUALIFICATIONS

### Candidates for consideration must possess:

- A terminal degree in an academic discipline from an accredited institution and a record of distinguished accomplishments consistent with an appointment as a tenured full professor;
- A minimum of five years of progressively responsible experience in senior leadership;
- A track record of success as an academic administrator in a complex college or similar organization;
- A record of strong leadership that includes the successful implementation of complex initiatives, personnel management, and experience with budget management as well as fundraising.

### The successful candidate will also possess many, if not all, of the following professional qualifications and personal attributes:

- A record of academic accomplishments consistent with an appointment as a tenured full professor within the WCE;
- An astute understanding of finances and the relationship between academic priorities and the budget;
- A record of contributing to successful enrollment management reflecting best practice approaches;
- Experience with the pre-K-12 education system that informs an understanding of the opportunities and challenges in this environment;
- An informed perspective on the education marketplace with a vision for how a college of education can innovate in support of success;
- The ability to work collaboratively with other campus leaders;
- A commitment to inclusive leadership and broadening participation across the college;
- An understanding of and successful experience with change management and strategic planning, with the ability to empower, delegate, and build consensus;
- A record of impeccable academic judgment; contributions to growth and innovation within programs, departments, or schools; and participation in the successful recruitment and retention of a superb faculty;
- A commitment to transparent and consistent communications;
- A record of successfully advocating for programs and a willingness to promote the college in all settings;
- An appreciation for the importance and challenge of maintaining a healthy, productive balance between outstanding scholarship and high-quality teaching;
- A commitment to fundraising and partnering with external constituencies and the ability to contribute to and lead development efforts;
- A high degree of personal and professional integrity paired with a fair, collaborative, inclusive, and transparent leadership style that will be effective in an environment of shared governance that embraces input from people with varying backgrounds and perspectives;
- The ability to thrive in the public and community through well-developed political and diplomatic skills and the capacity to externally represent the institution's missions and goals;
- A demonstrated commitment to building bridges with and providing access for historically underserved communities by promoting the importance of a collegiate education as an economic engine;
- A commitment to UNCW's core values, as well as demonstrated ability to support an outstanding student experience marked by high-impact practices and interdisciplinary opportunities.

### WHY CONSIDER THE OPPORTUNITY?

- A nationally recognized large public doctoral university with a world-class faculty, nationally ranked programs, and a unique coastal setting offering a powerful academic experience and a diverse, driven, creative community.
- Innovative, inclusive college leadership and dedicated faculty and staff focused on delivering outstanding academic programs.
- A central focus on meaningful, effective partnerships with schools, school districts, universities, community colleges, businesses, and community organizations enhancing academic programs and impact throughout the region.
- A positive and supportive environment focused on ensuring learners and all program participants feel engaged, heard, and inspired.
- An opportunity to grow and expand programming to address market demands – a Bachelor of Science degree in Workforce Learning and development, building on UNCW's long-standing commitment to the military and lifelong learning, will launch in the fall of 2024.
- A commitment to equity and inclusion and a focus on creating positive learning experiences for all students, recruiting educators of color to the profession, and making a meaningful impact on communities served by the college.
- An opportunity to revisit and affirm the college's strategic directions in alignment with UNCW's new strategic plan, *Soar High, Soar Far, Soar Together*.
- A competitive salary and comprehensive benefits including income security for future needs, insurance to manage health care costs, and paid time off to help balance the demands of work and family.



## HOW TO APPLY

The University of North Carolina Wilmington, 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 **January 19, 2024**, will be given first consideration. Please submit a CV/resume and a letter that explains your interest and related experience/qualifications, upon application.

All applications and nominations will be held in confidence.

**To apply online, go to:**

<https://theapplicantmanager.com/jobs?pos=su398>

**For more information or to offer recommendations:**



**Tammarah (Tammy) Townes**

**Senior Consultant**

**302-388-9480**

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



**Beth Baldino**

**Senior Consultant**

**828-216-6606**

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




*The University of North Carolina Wilmington is committed to and will provide equal educational and employment opportunity for all persons regardless of race, sex, age, color, gender, national origin, ethnicity, creed, religion, disability, sexual orientation, political affiliation, marital status, veteran status or relationship to other university constituents—except where sex, age or ability represent bona fide educational or occupational qualifications or where marital status is a statutorily established eligibility criterion for state-funded employee benefit programs.*



[Summit Search Solutions, Inc.](https://www.summitsearchsolutions.com) 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, Maryland, New York, and North Carolina.





UNCW has received the APLU's "Innovation & Economic Prosperity University" designation and is deeply committed to strengthening ties to the Wilmington and regional community through research, partnerships, programs, and civil service. UNCW is situated between the Cape Fear historic downtown riverfront and beautiful Atlantic Ocean beaches.

## Wilmington, North Carolina is a historic oceanside port town known as the gateway to the Cape Fear coastal beach communities.

Historic Wilmington offers unique attractions such as the riverfront and boardwalk, aquariums, music festivals, and nightlife entertainment. It boasts diverse dining options that range from farm-to-table to Southern fare, to coastal cuisine, and more. From early prosperity to a wrenching and ultimately liberating civil war, from a boomtown WWII era fueled by "Liberty Ship" building to becoming a growing tourist and retirement destination with its low cost of living, Wilmington prides itself on a fantastic, engaged university, a new and exciting technology sector, extraordinary natural beauty, historic and architectural character, and a thriving, cosmopolitan arts scene. With its warm, sunny summers and mild winters outdoor entertainment is available year-round.

Besides its proximity to beautiful beaches, the city is home to numerous outdoor, arts, and cultural opportunities including:

- The [Airlie Gardens](#) is a public garden that dates back to 1886. Here you will find a live oak that is 500 years old.
- [Thalian Hall](#) is the official community theatre of Wilmington, dating back to 1858.
- The [Hannah Block Historic USO/Community Arts Center](#) includes a museum and a community gallery managed by the Wilmington Art Association and featuring monthly exhibits.
- Dedicated in 2008, the [1898 Memorial Park and Monument](#) serves as a symbol of Wilmington's commitment to an inclusive society and a tribute to all who have endeavored to reverse the tragic consequences of racial violence.
- [Greenfield Lake Amphitheatre](#) surrounded by 100-year-old cypress trees on the banks of the lake at [Greenfield Park](#) and at the [Live Oak Bank Pavilion at Riverfront Park](#) in downtown Wilmington host concerts.
- The [NC Azalea Festival](#) has been held in Wilmington every April since 1948. The festival features a garden tour, a historic home tour, a garden party, musical performances, a parade, and a fireworks show.
- The 1.75-mile Riverwalk was voted one of the 2023 USA Today "10 Best Riverwalks Across the United States." Lined with restaurants, galleries, and shops, the Riverwalk runs along the Cape Fear River where the [Battleship North Carolina](#) is moored.

***For more information on Wilmington, please visit:***

Wilmington Visitor's Center, <https://www.wilmingtonandbeaches.com/>  
Cape Fear, NC Visitor's Guide, <https://www.capefear-nc.com/>  
Wilmington Chamber of Commerce, <https://www.wilmingtonchamber.org/>



