



POSITION PROFILE

Chair, Department of Education and
Human Development
College of Education
2024

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



CLEMSON UNIVERSITY'S COLLEGE OF
EDUCATION SEEKS AN ACCOMPLISHED AND
VISIONARY ACADEMIC LEADER TO FILL THE
ROLE OF CHAIR OF THE DEPARTMENT OF
EDUCATION AND HUMAN DEVELOPMENT.



ABOUT CLEMSON UNIVERSITY

Established in 1899 through the will of the founder, Thomas Green Clemson, and one of the most productive public research universities in the nation, [Clemson University](#) enrolls over 27,000 students across the State of South Carolina and has an endowment of over \$1 billion. The University operates Extension offices in every county of the state and has five Innovation Campuses and six Research and Education Center locations. Classified as an R1 — Very High Research University by the Carnegie Classification of Institutions of Higher Education — Clemson is dedicated to teaching, research, and service. The main campus, located in Upstate South Carolina, sits on 1,400 acres in the foothills of the Blue Ridge Mountains, along the shores of Lake Hartwell. Through the research, outreach and entrepreneurial projects led by faculty and students, Clemson University is driving economic development and improving quality of life in South Carolina and beyond.

The University provides bachelor's, master's and doctoral degrees in more than 100 majors through nine academic colleges: Agriculture, Forestry and Life Sciences; Architecture, Art and Construction; Arts and Humanities; Behavioral, Social and Health Sciences; Business; Engineering, Computing and Applied Sciences; Education; Science and Veterinary Medicine.

Location



Vision Statement

Clemson will be one of the nation's top-20 universities.





ABOUT THE COLLEGE OF EDUCATION

U.S. News and World Report has again ranked the Clemson University College of Education as the #1 online graduate program in the nation.

The [College of Education](#) is committed to improving education, beginning at birth. With a focus on working with underserved schools and communities, the College has award-winning programs that prepare highly-qualified teachers, counselors, and school leaders for P-12 schools; prepare counselors for community and school-based practice; train higher education student affairs leaders; and prepare leaders and training and development specialists for business, government, nonprofits, and industry. Students are equipped for careers and lives that make a difference. Participating in innovative efforts as part of Clemson's land-grant mission to serve the state of South Carolina and beyond, the College of Education has continued to successfully develop initiatives that respond to today's educational landscape, as evidenced in the [2023 Annual Report](#).





THE DEPARTMENT OF EDUCATION AND HUMAN DEVELOPMENT

The [Department of Education and Human Development](#) is a state and national leader in addressing issues within schools and communities, offering programs in counseling, learning sciences, literacy, and special education. The Department prepares professionals to provide exemplary leadership and educational services to improve outcomes for all persons, with an emphasis on underserved schools and communities. Acting as a leader in the state and the nation, the Department addresses issues within schools and communities by delivering outstanding practitioner preparation programs, conducting high-quality research that informs policy and practice, and enhancing outreach and advocacy through collaborative partnerships. The Department endorses education as the foundation through which all persons are empowered to live healthy, fulfilling, and productive lives.



Education Researchers Partner with Rural Schools to Make Computer Science Accessible and Fun

Education researchers will use a more-than-\$950,000 award from the National Science Foundation (NSF) to partner with rural schools in South Carolina to make computer science fun and accessible to middle school students and those with learning disabilities and emotional/behavioral disorders.





ABOUT THE POSITION

As an accomplished and visionary academic leader, the **Chair of the Department of Education and Human Development** is primarily responsible for providing leadership and support to ensure quality, growth, and innovation in the department's teaching, scholarship, public service, and undergraduate and graduate programs. The preferred start date for the position is July or August 2024; however, a start date of January 2025 will also be considered. The successful candidate's record would merit tenure at the rank of Full Professor in the College at the time of appointment *or* demonstrate a professional appointment consistent with appointment as Full Professor with tenure in the Department of Education and Human Development. Consistent with Clemson University's public, land-grant mission, the College of Education is especially focused on serving underserved schools and communities. The successful candidate will have demonstrated experience leading and engaging an accomplished, multi-disciplinary faculty committed to fulfilling this mission through research, teaching, and public service. Salary is competitive and commensurate with experience and qualifications. Department chairs are formally evaluated through the process described in Clemson's [Faculty Manual](#).

Responsibilities include:

- Articulate a vision for the department by nurturing and building consensus with faculty, staff, and external stakeholders.
- Lead the implementation of the department's strategic plan in alignment with the college's strategic plan and the university's strategic plan, [Clemson Elevate](#).
- Supervise the department's portfolio, including course and program curriculum, scheduling, faculty workload, and research and public service.
- Develop budgets in concert with the Dean and leadership team and allocate such funds for infrastructure and strategic purposes.
- Recruit, mentor, retain, and annually evaluate departmental faculty and staff.
- Oversee faculty hiring, reappointments, tenure and promotion, and termination.
- Provide leadership in student recruitment, student advising, and student placement.
- Mentor and support the professional growth and development of departmental faculty, staff, and doctoral students.
- Manage administrative staff effectively with an understanding of the University's policies and how staff's expectations, experiences, and career objectives differ from faculty in terms of performance, evaluation, and feedback.
- Create an inclusive and productive department culture.
- Ensure faculty participation in annual program reporting, internal and external program review, and unit-wide accreditation with CAEP (unit-wide) and CACREP (counselor education program specific).
- Arrange meetings of the departmental faculty; meet with the departmental advisory committee and appropriate constituent and advisory groups for the disciplines.
- Represent the department on the college's leadership team and the university's Organization of Academic Department Chairs (OADC).
- Collaborate with the department chairs of Educational and Organizational Leadership Development (EOLD) and Teaching & Learning (TL) and associate deans in the college.
- Serve as the liaison between the department and the offices of Marketing and Communications, Undergraduate Studies, Graduate Studies, Assessment and Accreditation, and Field and Clinical Outreach and Partnerships.
- Identify trends and challenges in education and be able to formulate plans to address these trends.
- Work with relevant organizations and cultivate partnerships to enhance programs, research, and public service.
- Engage in teaching and/or advising graduate students.
- Engage in research, publication, external funding, and other scholarly activities.
- Perform other duties as assigned by the Dean.

Qualifications:

- Earned doctorate in any of the academic disciplines of the College.
- Record of scholarship supporting tenure eligibility at the rank of Full Professor in Clemson University's College of Education.
- Academic and professional experience among these skills/competencies:
 - in academic administration (e.g., academic program leader and/or department chair)
 - with funded grants and publication
 - with undergraduate and graduate programs
 - with curriculum development, innovative teaching methods, instructional design for various settings (e.g., online and hybrid), and assessment
 - with field and clinical placement
 - in program assessment and accreditation
 - in effective oral and written communication skills
 - in collaboration with others in a team-oriented environment
 - in a dynamic work environment incorporating multiple tasks and adjusting to issues as needed
 - with a commitment to fostering a diverse and inclusive professional environment

Preferred Qualifications:

- Experience increasing extramural funding and scholarly output.
- Experience designing innovative programs, including online and hybrid or hyflex teaching/learning models.
- A record of scholarship, outreach, and leadership in areas of strategic importance, including: Rural Education, Early Childhood Education, Counselor Education, Reading/Literacy Education, Special Education, Learning Sciences, and/or STEM Education (including AI, VR, multimodal/digital literacies, computational thinking, or robotics).
- Demonstrated commitment and experience working with underserved communities and diverse populations; promoting inclusive excellence evident in teaching approaches, research initiatives, and service activities.





HOW TO APPLY

Clemson University, 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 **April 7, 2024**, will be given first consideration. Please submit a **CV/resume, Letter of application addressing leadership qualifications**, and **Graduate transcripts** (unofficial copies are acceptable) upon application. All applications and nominations will be held in confidence.

To apply online, click: <http://apply.interfolio.com/141451>

For more information or to offer recommendations or nominations:

Andrea Martinez

Senior Consultant
Summit Search Solutions, Inc.
Direct: (919) 357-8766

amartinez@summitsearchsolutions.com

Lyndi Hewitt, PhD

Senior Consultant
Summit Search Solutions, Inc.
Direct: (615) 423-0525

lhewitt@summitsearchsolutions.com

Clemson University is an AAO/EO employer and does not discriminate against any person or group on the basis of age, color, disability, gender, pregnancy, national origin, race, religion, sexual orientation, veteran status or genetic information. Clemson University is building a culturally diverse faculty and staff committed to working in a multicultural environment and encourages applications from minorities and women.



[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, Maryland, New York, and North Carolina.



ABOUT CLEMSON AND NEARBY GREENVILLE, SC

Dip your toes in the cool waters of Lake Hartwell. Listen to the carillon play. Marvel at the talents of world-renowned performers. Cheer for your favorite team. Experience the feeling of home that draws individuals from across the globe to Clemson and fosters relationships that last a lifetime.

City of Clemson

The city of [Clemson](http://www.cityofclemson.org/) is a diverse university-town where residents enjoy a strong sense of community and a high quality of life. With moderate temperatures year-round, Clemson is located in the northwest corner of the state in the foothills of the Blue Ridge Mountains, which includes Lake Hartwell, Lake Keowee, and Lake Jocose, large man-made lakes with great fishing, swimming and boating opportunities. Free transit is offered by the Clemson Area Transit to all riders. The city is also served by Amtrak and is a short drive to the Greenville-Spartanburg International airport. In addition to the many South Carolina state parks, if one ventures just an hour and a half farther, outdoor enthusiasts can enjoy hiking, fishing, and camping in the mountains of North Carolina outside of Asheville. Clemson is centrally located to Atlanta, GA, and Charlotte, NC, cities you can reach within a 2-hour drive.

In addition to a great school district in Pickens County, residents also enjoy access to the Brooks Center for the Performing Arts, the Clemson University Experimental Forest, the 18-hole Walker Golf Course, and numerous intramural and club sports.

City of Greenville – Where Nature, Culture & Southern Hospitality Unite

Downtown [Greenville](https://www.visitgreenvillesc.com/) offers a thriving entertainment, dining and cultural scene, bike trails like the Swamp Rabbit, the Peace Center for Performing Arts, and is home to the Greenville Drive, a minor league baseball team affiliated with the Boston Red Sox.



To learn more, visit:

City of Clemson - <http://www.cityofclemson.org/> & City of Greenville - <https://www.visitgreenvillesc.com/>



